

3/24/2016

Page 1

CITY OF DETROIT
BOARD OF POLICE COMMISSIONERS

RE: Regular Meeting

_____ /

Page 1 - 59

Proceedings held in the above-entitled matter
Taken at 1301 Third Street
Detroit, Michigan,
Commencing at 3:00 p.m.,
Thursday, March 24, 2016,
Before Melinda R. Womack, CSR3611.

APPEARANCES:

LISA CARTER - Chairperson

WILLIE E. BELL - Vice Chairperson
REGINALD CRAWFORD - Appointed
DERRICK SANDERS - Appointed
RICHARD SHELBY - District 1
EVA GARZA DEWAELSCHE - Appointed
RICARDO R. MOORE - District 7
CONRAD MALLETT, JR. - Appointed
ELIZABETH BROOKS - Appointed
BISHOP EDGAR VANN - Appointed/District 2

ALSO PRESENT:

Ms. Pamela Davis-Drake, Chief Investigator
Mr. Ainsley Cromwell, Chief Investigator
Ms. Charlotte Jones, Senior Investigator
Ms. Linda Bernard, attorney to the Board.
Mr. Robert Brown, Administrative Assistant
Ms. Gail Oxendine, HR Director
Sergeant Alan Quinn, Recorder

1 Detroit, Michigan

2 Thursday, March 24, 2016

3 About 3:00 p.m.

4 CHAIRPERSON CARTER: Good afternoon. Welcome
5 to the Board of Police Commissioners weekly meeting.
6 My name is Lisa Carter, Chair to the Commission. At
7 this time I'm going to ask that Commissioner Bell do
8 the invocation.

9 (Invocation given)

10 CHAIRPERSON CARTER: Attorney Bernard, could
11 you please call the role.

12 MS. BERNARD: Yes, Madam Chair. But prior to
13 doing that, I'd like to wish the entire board a very
14 happy Easter. We've been working so hard I think we
15 forgot it really is a holiday. And I certainly wish
16 you and all your families the best as well as all of
17 the officers and persons that are in our audience
18 today.

19 CHAIRPERSON CARTER: Thank you.

20 MS. BERNARD: You're very welcome.

21 Regarding the Board first, Madam Chair, Lisa
22 Carter?

23 CHAIRPERSON CARTER: Present.

24 MS. BERNARD: Willie E. Bell?

25 COMMISSIONER BELL: Present.

1 MS. BERNARD: Elizabeth Brooks?

2 COMMISSIONER BROOKS: Present.

3 MS. BERNARD: Willie E. Burton is excused.

4 Reginald Crawford?

5 COMMISSIONER CRAWFORD: Present.

6 MS. BERNARD: Eva Dewaelsche?

7 COMMISSIONER DEWAELSCHÉ: Present.

8 MS. BERNARD: Conrad Mallett, Jr.?

9 COMMISSIONER MALLETT: Here.

10 MS. BERNARD: Ricardo R. Moore?

11 COMMISSIONER MOORE: Present.

12 MS. BERNARD: Derrick Sanders?

13 COMMISSIONER SANDERS: Present.

14 MS. BERNARD: Richard Shelby?

15 COMMISSIONER SHELBY: Present.

16 MS. BERNARD: Bishop Edgar Vann is absent.

17 Madam Chair, you have a quorum present.

18 CHAIRPERSON CARTER: Thank you. At this

19 time, I'd like to introduce Deputy Chief LeValley.

20 Thank you for joining us, sir, standing in place of the

21 Chief. And if you could introduce any staff that you

22 have here.

23 D.C. LeVALLEY: Yes. Thank you. First

24 Deputy Chief Hall, Neighborhood Policing Bureau, is

25 present. Lieutenant Keith Williams. Sergeant Anthony

1 Potts. Sergeant James Pletcher and Sergeant Mike
2 Ingals are from training so they'll be giving a
3 presentation a little bit later, and Lieutenant Miles
4 is here I believe representing Professional
5 Accountability.

6 CHAIRPERSON CARTER: Thank you. And Ms.
7 Bernard, could you introduce the rest of the board
8 staff, please.

9 MS. BERNARD: Yes, Madam Chair. George
10 Anthony is excused. Gail Oxendine is excused. Pamela
11 Davis-Drake sits in the chair right to my right. The
12 Chief Investigator is present. Robert Brown, the
13 Administrative Assistant to the Board is present. He
14 is in the recording room, I believe. Also from OCI
15 from the Office of the Chief Investigator is Mr.
16 Ainsley Cromwell. He's a supervisor and investigator.
17 He's present, as well as a senior investigator,
18 Charlotte Jones. Our recorders for today are Sergeant
19 Alan Quinn and Miss Mindy Womack from Hanson Court
20 Reporting. That completes the introductions, Madam
21 Chair.

22 CHAIRPERSON CARTER: Thank you, Attorney
23 Bernard. Commissioners, you have before you the agenda
24 for Thursday, March 24th. Is there a motion to approve
25 the agenda?

1 COMMISSIONER: So moved.

2 COMMISSIONER: Second.

3 CHAIRPERSON CARTER: It's been moved and
4 supported that we approve the agenda. Is there any
5 discussion? Those in favor?

6 COMMISSIONERS: Aye.

7 CHAIRPERSON CARTER: Those opposed? Motion
8 carries. Before you, Commissioners, you have the
9 minutes from March 17th, 2016. Is there a motion to
10 approve the minutes?

11 COMMISSIONER: So moved.

12 COMMISSIONER: Support.

13 CHAIRPERSON CARTER: It's been moved and
14 supported that we accept the minutes from Thursday,
15 March 17th, 2016. Is there any discussion? Those in
16 favor?

17 COMMISSIONERS: Aye.

18 CHAIRPERSON CARTER: Those opposed? The
19 motion carries.

20 This week for my report we've been pretty
21 busy this week. The week started off with the -- a
22 meeting with the Department of Justice in which several
23 of the Commissioners attended, including Commissioner
24 Sanders, Dewaelsche, Commissioner Brooks, Commissioner
25 Bell, Commissioner Shelby and myself. And the meeting

1 was to -- with U.S. Attorney Barbara McQuade and some
2 other members from the Department of Justice, as well
3 as corporation counsel, Butch Hollowell. And the
4 meeting was to inform us that we would no longer be
5 under the Consent Decree, it was ending. And Ms.
6 McQuade and the others wanted to reflect on our past 13
7 years being under Consent Decree. And out of the
8 meeting, I guess you could say, we made suggestions.
9 They made suggestions to us so that we won't have to
10 revisit that period in our history and we made some --
11 they made some suggestions to us, we made some
12 suggestions to them.

13 Ms. McQuade has agreed to come out and do a
14 community meetings with us. Some suggestions were made
15 so that we are more in the community. Some suggestions
16 were made that we all attend the Mayor's meetings that
17 he has in the community, as well as the City Council,
18 and many of us already attend those meetings anyway.
19 So they realize the importance of civilian oversight,
20 and they just wanted us to be on the same accord going
21 forward. So it was a good meeting.

22 Also this week we were all invited to the
23 Detroit Promise Announcement that was held over at
24 Youthville wherein the Mayor, along with several
25 others, announced the Detroit Promise scholarship,

1 which guarantees two years of college to each Detroit
2 high school graduate who lives in the City of Detroit,
3 and that includes charter schools and private schools.
4 And it was a joyous occasion because I wish that I had
5 had it when I went to school. And then I was thinking
6 to myself well, I should have waited to have my kids so
7 that they could have two years -- I mean it's just a
8 phenomenal program and I'm looking forward to the
9 children really benefiting from the program. So that
10 was another thing that we attended this week. That was
11 attended by Commissioner Sanders, Commissioner Brooks,
12 Commissioner Bell and Commissioner Shelby.

13 Another thing that happened this week,
14 Commissioner Bell and I met with the mayor and our
15 topic of discussion was really the budget and our
16 ability to get things done involving the budget. One
17 thing that we will be provided with or we're looking
18 into, for example, we met with the staff this week and
19 one thing that they need are these voice recorders that
20 go on the phone. When citizens call in to complain,
21 the conversations are recorded. They're advised and
22 the conversations are recorded. And access to those
23 recorders has been limited. And they used to get them
24 at Radio Shack. They're only available on-line so we
25 don't want staff to have to use their own credit cards

1 to buy -- to purchase the recorders. So in essence, we
2 will be working to get a credit card, it's called a
3 P-card, I guess, so we will be able to purchase things
4 when the occasion arise -- arises.

5 We also talked a little bit about a community
6 meeting involving the Mayor centered around tasers. He
7 wants the community to be involved when we reach that
8 phase of implementing tasers if we go that route. So
9 that was something that we had discussed in a previous
10 meeting but was put on a back burner and we are going
11 forward with that. So we will let you know when that
12 happens.

13 And I think that that's all that I have to
14 talk about. Commissioner Bell, is there anything else?

15 COMMISSIONER BELL: No, ma'am. I think you
16 did an excellent job of covering the issues.

17 CHAIRPERSON CARTER: With that, I'm going to
18 turn it over to Deputy Chief LeValley with the Chief's
19 report.

20 D.C. LeVALLEY: Thank you very much. The
21 first issue to talk about is how excited we are about
22 the announcement you made a minute ago. As of today,
23 we're out of a 13-year Consent Judgement. Ironically,
24 it happens to be on A.C. White's birthday, and he was a
25 driving force behind a lot of the policies and what

1 went into brining us out of the Consent Judgement.

2 I do want to comment that the command staff
3 and the executive staff are committed to maintaining a
4 department that continues to police constitutionally,
5 thoroughly investigating use of force incidents,
6 remaining transparent. So we're very committed to that
7 and, again, do not want to put ourselves into a
8 position to have the Department of Justice have to come
9 back and force us to do something we should be doing
10 anyway.

11 The next issue, you might have seen in the
12 news about the Green Light location where we had a
13 shooting incident. Not excited that we had somebody
14 shot, but we're very excited or very happy with the
15 way, the way it went as far as the investigation and
16 how everything happened exactly the way that we set up
17 the Standard Operating Procedure for the Realtime Crime
18 Center. We were able to get the information out very
19 quickly to the officers on the street and to the
20 detectives at the scene, identify the individuals on
21 the camera, take them into custody. So we've received
22 a lot of positive feedback and actually a lot more
23 businesses that have come forward from seeing that
24 story want to sign up for the Green Light project. So
25 we have like 29 businesses that are installing

1 equipment right now and another 29 that have MOUs in
2 their possession that they're reviewing to sign, get
3 them into the pipeline. So I think as we go into the
4 summer, we're going to see a lot more businesses
5 signing up for that.

6 We met with all of the business owners
7 earlier this week from the original eight who were the
8 pilot gas stations that we started with. So they came
9 in to the Realtime Crime Center and were able to see
10 the operation and see what the officers were doing on
11 that end with regard to the cameras that were at their
12 location. But I got a lot of positive feedback from
13 them on the program and just that their employees felt
14 safer. Many of them mentioned that their business has
15 increased significantly. So I think that they're
16 getting a good return on their investment, since
17 they're putting up all the money to install the cameras
18 and Internet lines, but I think it's paying off for
19 them because, you know, creating a safer environment
20 for somebody to get their gas, and now that we're
21 moving to some other locations, to shop elsewhere. So
22 that's exciting for us.

23 I'll give you some update on stats. As of
24 today we're at 59 homicides. Last year we were at 62,
25 so we're three down. Robberies we were at 516. Last

1 year we were at 556. So that's a drop of 40 for 7%.
2 Nonfatal shootings were at 168. Last year we were at
3 149, so we've increased to 19 there. And carjackings
4 were at 75 this year. Last year we were at 81, down
5 six.

6 That should do it for crime and for a few
7 announcements that I had. If there's any -- if there's
8 no questions, I'll move on to training.

9 CHAIRPERSON CARTER: Commissioners, do you
10 have any questions for Deputy Chief LeValley?

11 COMMISSIONER MOORE: Yes, Madam Chair. Thank
12 you. D.C., is it true that a warrant was submitted to
13 the Wayne County prosecutor's office regarding the
14 Dearborn police officer shooting a citizen of Detroit?

15 D.C. LaVALLEY: That is true. We submitted
16 warrant requests to the prosecutor. They returned the
17 warrant request for a few more follow-up questions that
18 they had, which now is going to require us to track
19 down a few individuals and take some statements and
20 then we'll get it back to the prosecutor's office. So
21 where it stands right now, it's in our possession, and
22 as soon as we can get those statements that we need,
23 we'll put it back into their hands.

24 COMMISSIONER MOORE: Okay. And one
25 additional question, Deputy Chief. What is a forensic

1 analysis as relates to a cell phone? Are you familiar
2 with that terminology?

3 D.C. LaVALLEY: Yes. So we have devices that
4 we can plug a phone into and it will take all the
5 information that's in a phone, provided the phone is
6 un-lockable. I know there's some nationwide media
7 attention with regard to phones from the San Bernardino
8 shooters. But provided we're able to unlock the phone,
9 we can plug it into a device, it's called a cell break,
10 and that will download all the information that's in
11 the phone as far as contacts, conversations,
12 photographs, etcetera.

13 COMMISSIONER MOORE: Do you need a search
14 warrant for that?

15 D.C. LaVALLEY: You do. No. You need a
16 search warrant or consent. So every time we do it, we
17 get a search warrant or the individual gives us consent
18 to take the information from their phone.

19 COMMISSIONER MOORE: I'll talk to you
20 offline.

21 COMMISSIONER BROOKS: I have a question.
22 Individual shootings increased. Is there anything
23 being done about that?

24 D.C. LaVALLEY: Yes, there is. We've talked
25 before about Ceasefire. We have Ceasefire fully

1 implemented in the 5th and 9th precincts. So when we
2 look at the shootings year to date, last year in the
3 9th precinct we were at 38 nonfatal shootings. This
4 year we're at 17, so we've seen a significant decrease
5 in nonfatal shootings and homicides in the Ceasefire
6 area.

7 April 1st we're going to be moving Ceasefire
8 to the 6th and 8th precincts with the goal of having
9 our first call-in in July. And once we get it
10 implemented in that area, then our most likely next
11 area to move to is to the 10th and 12th precincts, and
12 that's an area where we've seen some of our biggest
13 increases in nonfatal shootings. So that's our
14 long-term strategy is to utilize Ceasefire citywide,
15 but implemented in phases. And if what we've seen in
16 the 9th precinct and 5th precinct so far and what
17 Ceasefire has been able to do nationwide holds true,
18 then we should see a significant reduction in those
19 nonfatal shootings and homicides.

20 COMMISSIONER BROOKS: Thank you.

21 CHAIRPERSON CARTER: Commissioner Mallett?

22 COMMISSIONER MALLETT: I do think, though,
23 could you just speak to the fact that with a lot of
24 these nonfatal shootings it's friend to friend, it's
25 interfamilial because I do think the point needs to be

1 made to the public that sometimes the increase that we
2 see in the crime statistics that we review here cannot
3 be impacted as directly as we might like because of the
4 circumstances in which the shooting occurred? Could
5 you talk to that just for a second?

6 D.C. LaVALLEY: Yep. And we do see a
7 significant number of our shootings involved, like you
8 mentioned, individuals that know each other or even the
9 one over the weekend at the Green Light gas station, it
10 was clear watching the video that all of the
11 individuals, shooter and victim and all witnesses knew
12 each other. And I think that that holds true with
13 regard to reductions we see in the ceasefire area as
14 well. When you talk about gang and group violence that
15 a lot of these individuals know each other so there's
16 either beefs going on or retaliations going on.

17 The number -- I don't have a hard number
18 right now, but a small percentage of our shootings
19 involve victims that aren't known to the offenders, for
20 instance, a robbery victim. There's not very many of
21 those where a stranger shoots them. It's a lot of it
22 is feuds, beefs, people that know each other.

23 CHAIRPERSON CARTER: Commissioner Crawford?

24 COMMISSIONER CRAWFORD: Yes. Chief, and I
25 would agree with you and also Commissioner Mallett on

1 that, small percentage of stranger to stranger and a
2 great number of those who know each other and also
3 there are those who know who did it. Don't snitch,
4 just tell.

5 Also too, Commissioner Moore, I guess he has
6 a question or two which, in my opinion, represents
7 accountability. And it's so important that we keep the
8 DOJ out of the Detroit Police Department, and I'm so
9 glad that we're out from under that Consent Decree.

10 I will say this, that in the area of
11 accountable, and Commander Sims is not here, I asked
12 about Tre Lyons, the officer who was allegedly involved
13 in an incident out in Auburn Hills at the Palace in
14 terms of accountability as to investigation as to
15 departmental violations as to what was going on with
16 that. And the reason I bring his name up, again, is
17 because I read some 12 citizen's complaints this past
18 week. And again, his name came up again in some of the
19 previous citizen's complaints his name is mentioned
20 over the months, and I mentioned it before at this
21 table. So I would perhaps like to -- well, perhaps if
22 she comes to our meeting next week, Commander Sims,
23 Commander of Internal Affairs, could bring or give us a
24 update on that.

25 Also, too, asking for update, the Super Bowl

1 Posting on Facebook allegedly done by Sergeant
2 Loranger, I was wondering where's the update on that
3 particular investigation too? Well, I guess I have to
4 wait for Commander Sims.

5 D.C. LaVALLEY: Yeah. I'll certainly make
6 sure that she or one of her representatives are here to
7 get you that information next week. I don't have the
8 personal knowledge of those. I'm aware of the
9 incident, but I don't know where the investigation is.

10 COMMISSIONER CRAWFORD: Yes, sir. Because it
11 was, I'll say alleged posting, but the posting does
12 have his name on it from Facebook and it's a racist
13 posting, one might say, obvious from the picture. It's
14 so important when we talk about the DOJ transparency,
15 transparency word, equally, or more important, in my
16 opinion, is accountable. So Thanks.

17 D.C. LaVALLEY: Thank you.

18 CHAIRPERSON CARTER: Thank you. Any other
19 questions, Commissioners?

20 COMMISSIONER BELL: Madam Chair, I just want
21 to lift up the role that the Office of the Chief
22 Investigator played in the DOJ along with major players
23 in the Department, but Chief Investigator Pam Davis
24 Drake and her team of investigators and George Anthony
25 and Deputy Chief Washington, all the people who played

1 a significant role in lifting this heavy financial
2 burden on us, but also in terms of accountability. I
3 think that at some point we need to give them some type
4 of appreciation. That was a major victory that we have
5 achieved in this time period in terms of accountability
6 because DOJ, you know, other cities are going through
7 the process or coming out of the process and his
8 opportunity to make some remark before Channel 2 and
9 the reporter was not that knowledgeable. I think he
10 did some fair reporting on it, but it's crucial that we
11 move forward in terms of accountability
12 constitutionally. And so this really was, to me, a
13 historic moment, and they didn't really want no PR on
14 it, but word got out and I think we need to share that
15 with the community as we move forward and let them know
16 that we have achieved a major milestone, because back
17 in my days of policing, and as Assistant Chief White
18 knows, we were pretty much engaging in some wrongdoing
19 and it's been rectified. So police officers now with
20 the training, and I misspoke a couple weeks ago about
21 the training. They have been before. I was absent for
22 that meeting so, and I have attended the graduation,
23 been to the Academy. So I just want to say they're
24 doing an excellent job. But we just want to be more
25 engaging as commissioners, make sure that we are

1 accountable. Thank you.

2 CHAIRPERSON CARTER: Thank you. I'd like to
3 recognize Commissioner Vann at this time. Thank you
4 for joining us, sir.

5 COMMISSIONER VANN: Thank you.

6 D.C. LaVALLEY: Madam Chair, before we finish
7 the Chief's presentation, if you don't mind, at this
8 time, I'd like to have A.C. White come up and make a
9 statement. He joined us and I think he'd like to talk
10 about the Consent Judgement for a moment.

11 CHAIRPERSON CARTER: Thank you.

12 A.C. WHITE: Good afternoon, Board.

13 THE BOARD: Good afternoon.

14 A.C. WHITE: Assistant Chief James White, for
15 the record.

16 I think everything that's been said is right
17 on point. I want to thank the Board for your comments
18 in the media yesterday. Couple things I want to point
19 out. Number one, the ink is not yet dry on the closing
20 out of the judgement. In fact, we don't have the
21 document yet. But things are moving in that direction
22 and we're very excited, very happy under Chief Craig's
23 leadership to finally close out this judgement. It has
24 been a tremendous partnership with the OCI, the Board
25 of Police Commissioners. Pamela Davis-Drake has been

1 just phenomenal and working with us as a teammate to
2 address some of the issues that have come up, and every
3 man and woman in the Detroit Police Department deserves
4 a pat on back. We are not facing some of the issues
5 some other major cities are facing and it's not because
6 of me sitting in my office writing a policy, it's the
7 men and women out there every day that's getting this
8 work done and treating our citizens professionally and
9 overwhelmingly upholding the standards of this police
10 department, so all the thanks goes to them.

11 With regards to any backsliding or changing
12 of how we do business, that's not going to happen. As
13 you indicated, sir, that we recognized that the police
14 department was not conducting itself appropriately. We
15 have antiquated policy that was bad and, frankly, we
16 didn't grow with the policy. We have a planning unit
17 now that looks at best practices around the country.
18 We change as society changes, so to speak, with regards
19 to how we look at issues. An example of that is we're
20 working on a very comprehensive social media policy
21 issue that's trending around this country right now
22 with what officers are putting on social media and how
23 much information that they're releasing from their job.

24 So we're looking at a lot of things
25 differently now. We have a management awareness system

1 and with the goal of keeping quality officers good as
2 opposed to necessarily punishing them constantly. We
3 have officers who trend differently than other officers
4 in the area of citizen's complaints. We've got options
5 now that are available to us that weren't once
6 available, like verbal Judo training, customer service
7 training. So there are a lot of things coming on-line
8 to help us keep the best of the best. And, frankly,
9 we're courageous enough now that if an officer needs a
10 career change, we're able to guide them there too.
11 It's unfortunate when that does happen, but we
12 recognize that this line of work isn't for everybody.

13 You know, we have a privilege of upholding
14 the Constitution of the United States as police
15 officers, not a right. So if we find anybody that's
16 abusing that privilege, we'll make those difficult
17 decisions.

18 So with that, we're very happy to be where
19 we're at. We're going to make sure that we stay there.
20 Any questions?

21 CHAIRPERSON CARTER: Commissioner Moore?

22 COMMISSIONER MOORE: Thank you, Madam Chair.
23 You stated the ink is not quite dry. What exactly are
24 we waiting for us to be out of this?

25 A.C. WHITE: Well, we've got the verbal

1 commitment that we've concluded the requirements of the
2 Consent Judgement, we don't have a signed-off
3 declaration that we've been dismissed. It's a court
4 document. So we have to actually have a dismissal.

5 COMMISSIONER MOORE: So waiting for U.S.
6 courts?

7 A.C. WHITE: The courts. And we're
8 anticipating that to happen today, but it could be
9 tomorrow, but we're hoping that it happens today.

10 COMMISSIONER MOORE: One final question. I
11 guess this is a segue question. The core group that
12 the Chief put together in regards to the tensions in
13 the Police Department, racial tensions, are they met
14 yet or what's the status of that group?

15 A.C. WHITE: Yes, they have met and they have
16 met with the Chief. I was not part of that meeting, so
17 I can't report out on it, but I know that the Chief has
18 met with them. He was speaking on it a couple days
19 ago.

20 COMMISSIONER MOORE: Okay. Thank you, sir.

21 CHAIRPERSON CARTER: Commissioner Bell?

22 COMMISSIONER BELL: Yes. Assistant Chief, I
23 would like to respond to that core group. We had
24 conversation with the Mayor in reference to that and I
25 would hope that we have an opportunity as a Board or a

1 Chair, the Vice-Chair or whoever wants to talk to this
2 particular core group, the leadership. Would you
3 convey that to the Chief?

4 A.C. WHITE: I will.

5 COMMISSIONER BELL: Some informal setting
6 that -- we had a conversation with the Mayor in
7 reference to this particular item.

8 And also I want to commend the leadership of
9 the DPOA, the leadership of Lieutenant Sergeant
10 Association and command officers because, as you well
11 know, the leadership has to reflect community and
12 constitutional policing, and that was not always the
13 case in my early career in terms of, you know, the
14 issues we had to wage. But those issues now I think
15 that they have great leadership in terms of the
16 leadership of those unions. I just want to commend
17 that type of awareness because we need to work together
18 and, you know, it's not anti -- I witnessed in other
19 cities like Memphis where officer was telling not to
20 come to Memphis, Tennessee because they had a issue
21 with the city but that's never a good thing, you know,
22 because you still get a paycheck and you raise your
23 right hand. You take the oath. So I just want to
24 commend the leadership and naturally, you know, the
25 chief and staff. I can't overemphasize that. You got

1 to be bottom up but driven down and reinforced over and
2 over again. Thank you.

3 A.C. WHITE: Thank you very much.

4 CHAIRPERSON CARTER: Thank you. A.C. White.

5 COMMISSIONER MALLETT: Madam Chair.

6 CHAIRPERSON CARTER: I'm sorry. Commissioner
7 Mallett.

8 COMMISSIONER MALLETT: Two things. One,
9 A.C., the, the -- I hope that the request made by
10 Commissioner Crawford I guess responded to because I
11 mean a part of the way that the Board actually can be
12 helpful is to make a request, what was the guy's name
13 that you want to know about Crawford?

14 COMMISSIONER CRAWFORD: Lyons, Tre Lyons.

15 COMMISSIONER MALLETT: So if there is a
16 pattern, we need to, as you pointed out, be in front of
17 them.

18 And then Commissioner Bell, with all due
19 respect, I just wonder anybody on this Board can do
20 anything they want, but I wonder if there are members
21 of the Commission going to meet with the core group, I
22 wonder if there's an opportunity to think about is
23 there a line that you be very aware of having served as
24 a leader of the precinct and everything else, is there
25 a line that we would be hesitant to cross in terms of

1 interfering actually with the operation of the
2 Department? So I don't know where that line is and I
3 expect that individually members of the Commission will
4 have to determine for themselves where it is. I just
5 ask the question in terms of the consideration. The
6 operation in managing those kinds of issues, while it's
7 very important that we say to the command structure
8 these things should be managed, I wonder, do we create
9 unnecessary confusion if we participate in the
10 management. The analogy that I've used in the past is
11 that we're the Board of Directors. If there were any
12 company that you were vice chairman of the board of and
13 you were aware that there was racial tension in the
14 company's ranks, I just wonder, Commissioner, if you as
15 the vice chairman of a private company board would
16 actually say anything more other than to hold the
17 people that you pay to run the company to fix that
18 problem. So I just put that out there as a caution
19 flag on the field. You're certainly entitled to do
20 anything you want and make any request that you want.
21 I personally would hesitate.

22 COMMISSIONER BELL: Well, I just want to say,
23 Madam Chair, that this issue of the race issue, it's
24 come up in the board meeting. In fact, Commissioner
25 had raised the issue and issue with the Mayor, he's

1 concerned. That's why when we look at recruiting, we
2 want to make sure that this properly reflects. We
3 cannot ignore in this day and age the issue, that's
4 getting back to Commissioner Crawford about the
5 particular officer who's no longer -- the sergeant at
6 the 5th precinct been transferred to another location.
7 The Mayor was very concerned. We are concerned. The
8 community's concerned. So my 32 years with the
9 Department that the issue is always there and I'm glad
10 that the Chief is taking the initiative. It's a
11 misconception to say that we're all blue or all green.
12 The reality that we come from different backgrounds and
13 the race question always going to be with us.
14 Therefore, I'm glad that the Chief and the Mayor are
15 concerned about it and take the initiative. There was
16 some little side concern. I'm not going to go into
17 that, but basically I would hope this Board would hear
18 from this committee. It's a re-flash teletype. That's
19 unusual. That was unusual. You look at the historic
20 role of the DPOA in reference to Affirmative Action, in
21 reference to hiring African-American blacks and
22 females. That was strong opposition to those issues.
23 I feel as though like others. I was on the cutting
24 edge along with NAACP and New Detroit. That was a mass
25 effort to make this problem what it is today. We have

1 more female officers than any other department. We
2 have more ranking officers. The bottom line is that we
3 still even with a predominant black department we had
4 issues. So, therefore, I don't see us not talking
5 about it and facing it. Chief is taking the steps and
6 the Mayor's supportive. And this board has raised
7 those issues. I think A.C. Dolunt said well, we need
8 to deal with it, so we are dealing with it. I'm not
9 shy talking about issues. I think you flush it out.
10 And that's getting back to education of the officers,
11 the training, the awareness as we move forward.

12 As you mentioned, A.C. White, you put
13 together many facets to deal with these issues and
14 that's one of the issues that we have because something
15 like Facebook can cause a whole lot of other issues and
16 that's what happened in the 5th precinct. Captain
17 Bliss had two lieutenants speak to. It was part of
18 their community forum. So those issues was not talked
19 about in the past. We had officers fighting in the
20 scout car. We had two officers, a male and female in
21 Flint shot one another. So historically, if you read
22 the paper now, there are issues and officers that have
23 filed lawsuits. You looked at what happened with
24 Michigan State Police issues. So those issues are
25 there. So we can't gloss over it. I understand your

1 point.

2 COMMISSIONER MALLETT: What I'm saying is
3 this, Commissioner Bell, is that we should bring it
4 here.

5 COMMISSIONER BROOKS: Yes, by all means.

6 COMMISSIONER MALLETT: We should bring it
7 here because everything that you described is exactly
8 the role that we should play.

9 COMMISSIONER BELL: Thank you.

10 COMMISSIONER MALLETT: I support that, Bell,
11 a hundred jillion percent. What I'm just a little
12 hesitant about is then we go into the task force
13 meeting that the Chief has set up to manage this and
14 then suddenly we're not quite the Board of Directors,
15 we're kind of edging off into management. That's all.
16 That's the only point that I was making. I'm for
17 bringing it here. I've been one of the loudest voices
18 for that and I support you a hundred percent in that.
19 I just get a little concerned when we move beyond what
20 I think is the appropriate role. But, like I said,
21 everybody here is -- some of you are elected, some of
22 us appointed. Everybody will determine what they do on
23 their own.

24 CHAIRPERSON CARTER: Commissioner Crawford?

25 COMMISSIONER CRAWFORD: Madam Chair. I just

1 want to say first and foremost as a citizen of the city
2 happen to sit in this seat as a commissioner and, above
3 all, I'm a free black man. And I say this, the issue
4 of race or racism, and I do agree with the Department,
5 you know, taking action and taking lead and doing
6 whatever's necessary to deal with the issue and I
7 support them in that, but also, too, I know from
8 experience, having been a police officer in two major
9 cities, the issue of race or racism, it reaches outside
10 the Department to the very community and citizens that
11 the police officers serve, and that's most important to
12 me is that impact of discrimination or racism that it's
13 not contained within the Department because police
14 officers and all of us were sworn to serve this city
15 and provide a service to these citizens and that's why
16 I asked the questions. And I do think the Department
17 can adequately deal with it, but from time to time, I
18 agree with Commissioner Bell too. We may have
19 questions. There are those who may want to talk to the
20 individuals on the core community that's been set up.
21 But my concern is and, like I've said, I've seen it
22 from experience over the years, even in the Detroit
23 Police Department, and we can talk about the Consent
24 Decree and being out of it. If Ron Scott were here
25 today he and I can give you a lot of history on it and

1 why it came about and when it came about. And it was
2 quite insulting to me to hear years ago in the media
3 when a mayor, a police chief, and there were others,
4 even on City Council said that they welcome, they
5 called, they invited the Justice Department into the
6 Detroit Police Department. So there's not a police
7 department in this country that welcomes the Justice
8 Department into their department. And it was the
9 activists in the street. It was the people in this
10 city. Those voices became very loud and that's why the
11 Justice Department came into the Detroit Police
12 Department. I know. I was there on both sides. So
13 thank you.

14 CHAIRPERSON CARTER: Thank you.

15 A.C. WHITE: Through the Chair. I will take
16 the concerns and the comments to the Chief, but I do
17 want to state that it was very important to give the
18 core group the ability to get the work done without
19 having the influence of management present so that, you
20 know, they can have the candid conversations and don't
21 feel that anything that they say is going to be used,
22 you know, in a disciplinary setting or some other
23 environment.

24 So if you're asking to have a report on the
25 core group or are you asking to participate with the

1 core group?

2 COMMISSIONER BROOKS: Madam Chair, I would
3 say whatever's appropriate in terms of however you want
4 to respond. We're not trying to intervene, but at some
5 point in time I think there's some dialog because
6 that's the dialog we've been having in reference to I
7 think we spoke the leadership of the team, you know,
8 that there was some unreadiness and we expressed that
9 to the higher level just yesterday in reference to that
10 issue. So Commissioner Mallett, we are not here to
11 stifle anything or manage this department. There's a
12 role we play and that line is clear, but we want to be
13 engaged at some point in time, you know, I think it
14 should be reporting out. But we understand the Chief
15 is the executive officer and the Mayor is the Mayor,
16 but we're having those type of discussions in reference
17 to how we fit in this and we can't be business as usual
18 in the past. So we want to be more engaging, but we
19 respect the process.

20 A.C. WHITE: Understood. Thank you.

21 COMMISSIONER VANN: Madam Chair. This is
22 just very quickly. I just wanted to say I too was
23 there when this occurred. And this Consent Decree took
24 way way too long for us to get out of. Commissioner
25 Dewaelsche and I were there when this actually

1 happened. We were commissioners when this happened.

2 COMMISSIONER CRAWFORD: And I came before
3 you.

4 COMMISSIONER VANN: That's right. And you
5 came before us numerous times bringing up the various
6 issues that were there. And the very fact that, you
7 know, the underlying reason was civil rights
8 violations. That was, that was what the DOJ gave to us
9 as the reason for them wanting to come in. Now, we
10 know the whole story. We're not going to go through
11 all that today, but I'm just happy that I'm still here
12 to be able to see after these many many years this come
13 to finality and conclusion. So I thank you A.C. White.

14 COMMISSIONER MOORE: Do we have a cost? How
15 much did it cost all together all those years?

16 COMMISSIONER VANN: Millions and millions of
17 dollars, I'm sure. I don't know if anybody's got a
18 cost for that.

19 MS. BERNARD: Excuse me, the DOJ said it was
20 eighty-eight million, as I recall.

21 COMMISSIONER VANN: At least.

22 CHAIRPERSON CARTER: Thank you. D.C.
23 LeValley. Training?

24 D.C. LaVALLEY: Thank you. We're going to
25 have a presentation from training for development from

1 Chief Williams.

2 CHIEF WILLIAMS: Good morning. I'm sorry.
3 Good afternoon. As Deputy Chief LeValley indicated, I
4 am Lieutenant Keith Williams, commanding officer
5 Professional Education and Training. Commissioner Bell
6 is a friend of the Detroit Police Academy. He is there
7 often, and I did recently run into him in the Academy.
8 I do recall that he promised me a two-hour presentation
9 at that time. I think I'm just going to go five
10 minutes, though.

11 It is, indeed, an honor and a privilege to be
12 here today to present to you the overview for the
13 Professional Education and Training. A little bit
14 about Professional Education and Training. We fall up
15 under the leadership of Assistant Chief James White,
16 Support Services Bureau Commander Eric Ewing and
17 Captain John Serda. Again, myself, Lieutenant Keith
18 Williams commanding officer Professional Education and
19 Training.

20 Firearms training we have here today Sergeant
21 Anthony Potts. Skill training and special projects we
22 have Lieutenant Sherell Stanley who is not here today.
23 Inservice training we have Sergeant Michael Ingels, and
24 recruit training we have Sergeant James Pletcher.

25 A little bit about the Academy. We have a

1 recruit training program. We currently have, as of
2 January 2016 we have 38 graduates, 13 graduates are
3 scheduled for May 20th of this year. We also have 20
4 graduates scheduled for July 20 of 2016. And on
5 Monday, this Monday coming up, we have 35 recruits
6 scheduled to begin the academy.

7 Recruit training consists of we are guided by
8 the Michigan Commission on Law Enforcement Standards.
9 There are 594 hours of training that recruits have to
10 do. There is also 120 hours of Detroit Police
11 Department curriculum that is mandated that we give
12 them. And that training includes, but not limited to,
13 legal diversity, ethics, culture diversity, fitness,
14 driving, legal and a number of other course.

15 So beyond the Academy, we have implemented a
16 new program for our recruits. We don't want our
17 recruit's first interaction with the community to be an
18 arrest; to be something negative. So we have
19 implemented community service in our recruit training
20 programs. And some of the things that they've done
21 just recently, you guys probably heard of the Man of
22 Steel Project. The recruits participated in the Man of
23 Steel Project. They passed out toiletries to the
24 homeless people in the community. They also
25 participated in Goodfellows and they were instrumental

1 in providing water to the crisis in Flint.

2 And also just today, the student police
3 officers were out in the community passing out fliers
4 for a missing person that has been missing for three
5 and a half years. So they're doing a lot of work now
6 in the community before they graduate from the Academy
7 so that they have that personal relationship with the
8 community prior to putting on those blue uniforms.

9 We also have in training, our inservice
10 training program. All department members are required
11 to attend training yearly. That does not stop when the
12 Department of justice leaves. We will continue to
13 train. In fact, we are doing more training now than we
14 ever have before. Training includes, but is not
15 limited to, use of force, PR24 legal, mental health,
16 police tactics, cultural diversity, emergency vehicle
17 operations and firearms. Those are the mandated
18 courses that were mandated by the Department of
19 Justice. We will continue to do those courses when the
20 Department of Justice, the ink is dry on the Department
21 of Justice.

22 We also have a specialized training. Our
23 specialize training, like I said, I only have five
24 minutes for this presentation, but I could have used
25 the whole two hours because we have so much training

1 that I couldn't put it on the board. First Aid and
2 CPR, emotional, emotional survival. Not only do we
3 have emotional survival, but we actually brought in the
4 person that wrote the book to teach the class. Verbal
5 defense and influence, and basically what that is is
6 being able to talk to people and using verbal
7 deescalation tools to do that. Mental health, first
8 aid. Below 100 Project, which is, I don't know if the
9 Board is aware, but there's at least 100 officers that
10 die in the line of duty every single year not from
11 gunshots, but from accidents. So we have training on
12 Below 100 so that officers can be aware that not only
13 do we die in the line of duty from gunshots, but more
14 often we die in the line of duty for traffic accidents.

15 We also teach social media, mountain bike
16 training, interpersonal skills, instructor development,
17 lockup training, which is a new arrest tactic, active
18 shooter, edge weapons defense, and officer survival.

19 The civilian training that we have, we have
20 started in the last two years training most of the
21 civilian groups in the city, one of the Groups is Desk
22 Operations Support Officers. We have been training
23 Desk Operations Support Officers in interpersonal
24 skills. They have a five-week program that they have
25 to attend. These are the officers that are replacing

1 the inside officers at the precinct. So they have a
2 five-week training program, but the concentration is
3 interpersonal skills. 911 emergency dispatch
4 operators. Telephone communication operators.
5 Reserves, Special Reserves. And what's new is our
6 police intern program, which has been going on for
7 approximately -- Director Oxendine may be able to help
8 me with this. Two years?

9 DIRECTOR OXENDINE: Almost.

10 CHIEF WILLIAMS: Almost two years. With that
11 program, the interns go through a modified police
12 academy. Basically it's a three-day Police Academy.
13 But what we've gotten out of that program is that some
14 of those interns, those college students now have
15 entered the Police Academy. So we are being rewarded
16 with recruiting with those interns.

17 Also, we are training the traffic control
18 officers downtown. You may not be familiar, but there
19 is some civilianization going on down there as well.
20 We train those officers, crime analysis and we also
21 train the transit authority.

22 So some of the other projects that we're
23 working on at Professional Education and Training we
24 are heavily involved in the Chief's City Camp which
25 started this past Saturday. We train not only the

1 kids, but we also train the parents in health and
2 wellness. We train the kids in drills and ceremony.
3 We also give a class for the City Camp kids and social
4 media and citizenship. Social media, as you know, with
5 kids, they are doing so much on social media we felt
6 like we had to give them a program so that they can see
7 that whatever they put out there, they can never bring
8 back, and they have to be able to recognize that so we
9 gave them that, that, put that on their tool belt. We
10 also teach them physical fitness. A lot of times kids,
11 when I was a kid we played outside and we played touch
12 football. They don't do that anymore so we're giving
13 them a physical fitness program as well.

14 We also did a educational fair. Some of you
15 guys had the opportunity to come to it. I know
16 Commissioner Moore came there. That was on March 18th.
17 We had approximately 11 colleges come to the
18 educational fair. The reason for the educational fair
19 is we believe that an educated police department is a
20 police department with officers who make better
21 decisions. We had over 100 officers show up to that
22 and 60 officers signed up for college that day.

23 Also this week, we have a mental fitness
24 symposium that Assistant Chief White was very
25 instrumental in. In fact, he taught the first class,

1 which was -- which received very good reviews and it
2 talks about suicide prevention and stress management.
3 A lot of people don't understand that police officers
4 also have posttraumatic stress syndrome. So all of
5 that is being talked about in this symposium that's
6 going on right now. Also alcoholism, stress, and what
7 the officers did today, they went to do yoga to kind of
8 learn how to suppress some of the stress of the job.

9 They also did today a walk and talk, which is
10 something that some of the Fortune 500 companies are
11 doing where they have walk and talk meetings and they
12 can relieve stress that way and get exercise as well.

13 And that concludes my presentation. Is there
14 any questions?

15 CHAIRPERSON CARTER: Thank you, Lieutenant
16 Williams. The social media piece is very impressive
17 and I think that that's something that should go out
18 citywide to all the high schools because a lot of times
19 a lot of the fights that occur in schools start with
20 social media, so I'm really impressed with that.

21 Commissioners, do you have any questions?

22 COMMISSIONER SHELBY: Through the Chair.
23 Thank you for an excellent presentation. Just a couple
24 questions. How much is devoted toward cultural
25 diversity. How many hours of training is it and how do

1 you go about teaching that course?

2 LIEUTENANT WILLIAMS: Cultural diversity is a
3 required course for Michigan Commission on Law
4 Enforcement Standards is a eight-hour course. It's an
5 eight-hour requirement. So all of our officers get
6 cultural diversity. However, we have training every
7 other year in cultural diversity. In fact, I just
8 attended a procedural Justice and Police Fairness
9 seminar and instructor training that we will also be
10 bringing to the department shortly. So that will be
11 additional diversity training that the officers will be
12 able to have.

13 COMMISSIONER DEWAELSCHÉ: Madam Chair? Thank
14 you. I just want to follow up on that because that was
15 going to be my question as well as far as the cultural
16 sensitivity or diversity training. What groups do you
17 focus on in that eight hours? Can you list the
18 different cultural groups.

19 LIEUTENANT WILLIAMS: Well, when we teach
20 cultural diversity, we try to teach it in regards to
21 the makeup of this community. So the makeup of this
22 community is very broad. We have Mexicans. We have
23 Latinos. We have Bangladesh. We have a host of
24 different cultures in this community that people are
25 not aware of. In fact, some people are very surprised

1 that, that we have an Asian culture or an ethnic group
2 over on the Seven Mile area. And a lot of people are
3 not aware of that. So that's something we use in our
4 cultural diversity.

5 COMMISSIONER DEWAELESCHE: And so do you focus
6 like on different -- I mean different groups like
7 seniors? LGBT? You know, I mean there's like all this
8 new, new groups that people and organizations and
9 companies, you know, corporations are focusing on
10 because they have certain needs. Just wondered.

11 LIEUTENANT WILLIAMS: Yes. Yes, we do. In
12 fact, we had Equality Michigan come in and do a
13 presentation for my staff, basically a trainer trainer
14 a couple months ago, and our entire -- we shut down
15 training that particular day so that the entire staff
16 can be trained in it so that we can bring that out to
17 the Department.

18 COMMISSIONER DEWAELESCHE: And then just one
19 more question, Madam Chair. Do we have any kind of
20 training in terms of terrorism like preparing for
21 terrorist attacks, potential terrorist attacks?

22 LIEUTENANT WILLIAMS: Yes, we do. Just
23 recently within the last month and a half, we have
24 been -- we've trained 36 officers and active shooter
25 preparations, and those 36 officers are training the

1 trainers and they will be doing training for the entire
2 department and active shooter.

3 We also during that time we brought in
4 Department of Homeland Security, a weapons of mass
5 destruction class and trained those trainers as well.
6 So that will be rolling out. Actually, we're doing it
7 now. We're teaching active shooter and emergency
8 preparedness right now, but it's going to go out at an
9 even larger scale, so to speak, and we just trained
10 those, those people approximately a month ago.

11 CHAIRPERSON CARTER: Thank you. Thank you
12 very much.

13 COMMISSIONER CRAWFORD: Yes, madam Chair.
14 Yes, lieutenant. Thanks for the very informative
15 presentation here. Speaking of cultural diversity, how
16 diverse is the class of the 35 recruits that's going to
17 start the academy Monday? Do you have those stats?

18 LIEUTENANT WILLIAMS: Yes.

19 COMMISSIONER CRAWFORD: The racial makeup?

20 LIEUTENANT WILLIAMS: Yes.

21 COMMISSIONER CRAWFORD: Thank you, sir.

22 LIEUTENANT WILLIAMS: We have 17 white males.
23 One white female. Seven black males. Four black
24 females. Three Hispanic males and one Asian male.

25 COMMISSIONER CRAWFORD: Okay. Thank you,

1 sir.

2 COMMISSIONER VANN: Yes, Madam Chair. I'm
3 just -- great presentation. I just wanted to say that
4 I'm particularly impressed with the community side of
5 the training as well. I think it's very very important
6 for officers who are going to serve people and serve
7 the public to have a frame of reference with regard to
8 how people live in Detroit, what they do in Detroit,
9 who they are, etcetera, etcetera, especially
10 dovetailing into the cultural diversity piece as well.
11 That way, they get a chance to go into different
12 neighborhoods and see what needs are there and
13 familiarize themselves a little bit more with the
14 people that they are going to be commissioned to serve.
15 I just think that that's a very very refreshing piece
16 that you've added in to the training.

17 LIEUTENANT WILLIAMS: Thank you, sir.
18 Appreciate it.

19 CHAIRPERSON CARTER: Commissioner Mallett?

20 COMMISSIONER MALLETT: Thank you. The
21 emotional survival piece, is that the training for the
22 police officers how they manage themselves so that they
23 can keep some emotional status quo?

24 LIEUTENANT WILLIAMS: It's both. It's a dual
25 purpose. It's managing yourself while you're at home

1 and also managing yourself while you're at work so that
2 you're not only able to deal with your home life, but
3 deal with people out on the street as well.

4 COMMISSIONER MALLETT: I think it's
5 critically important. The mental health first aid, I'm
6 particularly interested in that. Do we, do we -- those
7 are tactics that the officers are trained to use when
8 they encounter someone on the street, many times
9 homeless or something like that, in terms of how to
10 help manage them toward a better circumstance like a
11 shelter or something?

12 LIEUTENANT WILLIAMS: Yes. It's a dual
13 purpose. The mental fitness symposium that's going on
14 this week sponsored by Wayne County Mental Health and
15 the Detroit Medical Center is a dual purpose. The
16 officers are not only learning about dealing with
17 mentals on the street, but they're also learning to
18 deal with stress again within themselves. It's kind of
19 a dual purpose seminar so that they're learning not
20 only, you know, about themselves, but the community as
21 well.

22 COMMISSIONER MALLETT: As the Board well
23 knows, it's a crisis, particularly in our community.
24 City of Detroit, unfortunately, is dealing with
25 physical health issues that are profound, but the

1 mental health issue has now overwhelmed all of our
2 circumstances. You don't have beds for the kids. You
3 don't have enough beds for adults. The police officers
4 then find themselves as being the first line of mental
5 health providers in this community. And I think that,
6 frankly, as we go forward, we're going to have to think
7 with the Chief about enhancing that training,
8 lieutenant, and figuring out what other tools you need
9 because it's got to be, I don't have statistics, but
10 perhaps at some point, Madam Chair, we can get them,
11 the number of mental health encounters that the average
12 officer gets during an eight-hour shift. And I know
13 the number's only going up because it's going up in our
14 emergency department and they're being brought to our
15 emergency department by the Detroit Police.

16 So it's clear that the officers are going to
17 need something more, and at some point, lieutenant, it
18 would be, with the rest of the command structure,
19 important for you all to figure out what that is and
20 make a recommendation to the Board as to what you need
21 because if we're feeling overwhelmed in the hospitals,
22 it's got to be that the department is feeling
23 overwhelmed, and we're trying to manage it as best we
24 can, but please believe me, you're not an island in
25 this circumstance. We would like to be helpful. So as

1 you are out there on a day-to-day basis, if you can
2 suggest to us what we could be doing better as a
3 community, what the hospitals could be doing just in
4 general, what the community response could be to help
5 the Police Department manage this issue on all of our
6 behalves more effectively, we'd be very anxious to hear
7 about that.

8 COMMISSIONER CRAWFORD: Madam chair. You're
9 absolutely right, Commissioner Mallett, on the issue of
10 the mental health. I don't have the stats with me, but
11 years ago, I did a lot of research on that and systems
12 are just overwhelmed from medical to the jails to the
13 prisons.

14 COMMISSIONER MALLETT: Absolutely.

15 COMMISSIONER CRAWFORD: And years ago I
16 talked to some judges in recorders court and there was
17 nothing they could do but sentence individuals for
18 crimes they committed, but it was due to the mental
19 health issue and the lack of treatment and medication.
20 And with those who may recall, when a Republican
21 governor by the name of John Engler closed a number of
22 the mental health facilities around the state, most
23 notably in Detroit was the Lafayette Clinic, which is
24 in the 7th precinct and myself and a few officers
25 marched out there with the workers of Lafayette Clinic

1 because we knew that by closing this, people had
2 nowhere to go so, therefore, they're in the street and
3 not being treated. They're off medications. They're
4 in the street. And you're absolutely right, the first
5 people they encounter is, you know, if there's a call
6 are the police. And you're absolutely correct,
7 lieutenant, and I applaud you for the training that
8 you're doing in that area in terms of for the police
9 officers to deal with the encounters of those who may
10 be mentally ill or have some issues pertaining to
11 mental health. Thank you.

12 CHAIRPERSON CARTER: Commissioner Bell.

13 COMMISSIONER BELL: Madam Chair, I just want
14 to say briefly that training is crucial and I would
15 hope that the Commission would be more engaging in
16 terms of training division. And we're talking about
17 some time allotted for the Commission to come in to
18 speak to each graduate, I mean each graduating class
19 early on and hopefully that would be in place with
20 classes coming in in the next couple weeks.

21 But we looked at training. It's been lacking
22 over the years when you're talking about going back to
23 2002 or '3. When you look at the medical field, they
24 train people, ongoing training. When you look at the
25 legal field, they training people ongoing. When you

1 look at the educators to teach, it's ongoing training.
2 That was not the case in law enforcement. There was a
3 federal effort years ago in LEEP funds in terms of
4 training, but that was somewhat limited. When you
5 mentioned mental health, we must be on the cutting edge
6 to be a professional police department with trained
7 individuals you got to be on guard.

8 When you look at this picture here, you can
9 see they are serious about training. But that was not
10 always the case in terms of the Academy. I mean it was
11 lacking at one point in time. It was embarrassing at
12 one time when I witness officer in recruit running on
13 the block, I mean they couldn't even function on half a
14 block. And yet, but I mean you go to the graduation
15 academy, you can see some, I'm somewhat of an old
16 soldier that's slowly fading away, but basic training
17 in the military is ongoing. We spend thousands of
18 dollars on training people for football and basketball
19 and high school and middle school training to get them
20 to that next level. Well, we've got to spend the money
21 for these officers, keep them at a certain level. So I
22 just can't commend you enough in terms of Chief Craig
23 and the team in terms of training. Thank you.

24 LIEUTENANT WILLIAMS: Thank you, sir.

25 CHAIRPERSON CARTER: Thank you. Any other

1 questions Commissioners?

2 One thing I just want to hit on what
3 Commissioner Bell just said about carving out time,
4 actually putting it in the curriculum for the Board of
5 Police Commissioners and the OCI to come out so that
6 we're not missed. It's important for the officers to
7 know up front who we are and what we to.

8 LIEUTENANT WILLIAMS: It is a part of our
9 program and Commissioner Bell is always there so. . .

10 CHAIRPERSON CARTER: Thank you. Anyone else?

11 COMMISSIONER SANDERS: Through the chair.
12 I'd just like to commend you guys for doing the work
13 that you do, the whole staff. I think you're doing an
14 excellent job. I learned something today that I didn't
15 know about the training that you guys give out. I mean
16 I wish that we could give each one of you guys a
17 million dollars to help you guys out.

18 CHAIRPERSON CARTER: Thank you.

19 COMMISSIONER SANDERS: Let me just say, none
20 of this would be possible without Chief Craig and Chief
21 White. They allow us to do what we need to do for the
22 Department so. . .

23 CHAIRPERSON CARTER: Thank you, Lieutenant.

24 Any standing committee reports? Under new
25 business we have Certificates of Appreciation for some

1 very deserving officers. Sergeant Michael Woody,
2 Sergeant Alan Quinn, PO Shanell Williams. Police
3 Officer Nicole Kirkwood and Police Officer Daniel
4 Donakowski.

5 COMMISSIONER BELL: We just want to really
6 recognize these individuals from the media team, send
7 it out a couple months ago, and then we sort of got
8 involved with Black History Month and we challenged
9 them to entertain that and they went out and put
10 together a video in terms of black history featuring
11 four officers, myself and Chief Craig, and I know you
12 an had opportunity to see it and hopefully at some
13 point we can build on that. But they took the
14 initiative to capture the moment at Dr. Charles Wright
15 Museum. If you don't lift up your history then, you
16 know, you're missing something. In order to deal with
17 the history and look at the past, present and future,
18 and that's why we wanted to make sure they get
19 recognition for the initiative and a small token of our
20 appreciation Certificate of Recognition. So if you
21 would come forward.

22 CHAIRPERSON CARTER: Commissioners, is there
23 any old business? Under announcements our next meeting
24 will be Thursday, March 31st at 3 p.m. here at the
25 Detroit Public Safety Headquarters located at 1301

1 Third Street in the Michigan Room. Our next Board of
2 Police Commissioners Community Meeting will be in the
3 11th precinct at the second Ebenezer Church, home of
4 our own Commissioner Bishop Edgar Vann located at 14601
5 Dequindre.

6 At this time, we'll have oral communication
7 from the audience. Please give your name for the
8 record and limit your comments to two minutes, please.

9 COMMISSIONER VANN: Madam Chair, as they're
10 approaching, I'd just like to know if there's any
11 culinary requests from the Commission that particular
12 night?

13 CHAIRPERSON CARTER: I'll give you my list
14 after the meeting.

15 COMMISSIONER BELL: Madam Chair, I just want
16 to say I recall years ago we had a Board of Police
17 Commission at the old church and Bishop Vann, his team,
18 they just lay it out a meal. I still think about. I
19 would take him up on that.

20 CHAIRPERSON CARTER: I definitely will.

21 Yes, ma'am.

22 MS. MORRIS: Good afternoon, everyone. My
23 name is Tawana Morris. I am a retired Detroit Police
24 Officer, a former investigator for the Coalition
25 Against Police Brutality. I remember back in the day,

1 and it was a fight for the citizens, I am proud to say,
2 and those of you who know me know I mean what I say,
3 that I appreciate the fact that we have come a long
4 way. A lot of our grass root workers and advocates,
5 they appreciate the work that we see now. It is a
6 bittersweet. There are some cases that needed to be
7 revisited, but we've all gotten through the hurdles.

8 I am currently working with the Department of
9 Justice -- not working, collaboration, and to find a
10 moratorium of understanding, and this up under Barack
11 Obama's Executive Order, and I definitely will be
12 taking it back to the group and letting them know.

13 Is there a way that I can get this PowerPoint
14 so I can show our group what we're seeing and the
15 positive work that we here in Detroit are doing?

16 CHAIRPERSON CARTER: The training PowerPoint?

17 MS. MORRIS: Yes.

18 CHAIRPERSON CARTER: The training PowerPoint?

19 D.C. LeVALLEY: Sure. We can release that.

20 MS. MORRIS: Thank you so much. Good job.

21 MS. BUTLER: Good afternoon. My name is
22 Fredia Butler and I'm the secretary for the 2nd
23 precinct for the Community Relations Council, and I'm
24 also a community activist and I was at the last meeting
25 that I attended was down in southwest Detroit and I had

1 asked and I heard it brought up again about what
2 happened in Detroit with Detroit -- with the Dearborn
3 Police Officer. And Assistant Chief Dolunt, he said
4 that the information was already with the prosecutor's
5 office, but I hear it differently today. So which is
6 it?

7 D.C. LeVALLEY: The information was submitted
8 to the prosecutor's office and it came back a few days
9 ago with a to-do list of a few people to track down.
10 So when he spoke, that was correct, and today it's in
11 our hands. And once we find those individuals and take
12 the statements, it will be back in the prosecutor's
13 hands.

14 MS. BUTLER: Another had asked the question
15 about a young police officer and said that the credit
16 was bad the reason it was denied. Once he get his
17 credit straight, could he be reconsidered to become an
18 officer?

19 D.C. LeVALLEY: This is an applicant?

20 MS. BUTLER: Yes.

21 D.C. LeVALLEY: Yes. Everybody -- each
22 application is viewed on its own set of circumstances,
23 but if that was the reason that he wasn't accepted,
24 then certainly he could correct those issues and
25 reapply.

1 MS. BUTLER: Okay. And the other concern
2 that I have is that I haven't been given a answer why
3 Captain Rochon was removed from our 2nd precinct and
4 I'm very very concerned. I'm hurt because he has done
5 a lot of work in the community and we've just begun to
6 do other new projects in the community and I have a
7 program called Save Our Sons development program, and
8 to have black men in leadership is very important to me
9 and it's important for our community. And I'm
10 concerned. I've seen him have a class for his officers
11 to get them to get qualified to take exams to receive
12 promotions. And the COMSTAT program, I noticed we had
13 it this month. The number of business people were not
14 there and he had started, as I stated before, this
15 Green Light program, which is downtown in midtown. He
16 said he wasn't going to wait for that to be going to
17 start it up in our community. He has started that.
18 And as I told you before that he had cleaned up a lot
19 of the businesses in our community. So I'm very
20 concerned and I wonder what happened that all of a
21 sudden that he's not there. And I have called Chief
22 Craig's office to try to get an appointment before I
23 talk with -- he was removed I think on the 7th of March
24 and I learned about it that evening, and I started
25 calling the Chief's Office before I would talk to the

1 community about we weren't going to have Captain
2 Rochon, but yet still, you know, I can't get a meeting
3 with him, Chief Craig, to get some kind of answer as to
4 what happened. And, you know, as a citizen, when
5 you're in the position that you're in, you are here to
6 serve the people. I'm wondering what is going on and
7 why we don't have Captain Rochon in our midst again.

8 CHAIRPERSON CARTER: Deputy Chief LeValley,
9 do you want to answer that?

10 D.C. LeVALLEY: Well, the only comment I will
11 make is that give the same answer that was given two
12 weeks ago when the question was asked at that time in
13 that the Chief has to make operational decisions based
14 on a number of factors. Nobody's questioned Captain
15 Rochon's engagement with the community and the business
16 partners in that area, but there were some internal
17 issues that had to be addressed that caused the need
18 for an immediate temporary move of assignment while
19 investigation was conducted. I will say that in light
20 of that, Captain Rochon made a decision to retire after
21 30 years of service. So he has announced his
22 retirement and that will I believe be effective April
23 9th. So at this point, with him retiring he wouldn't
24 be back anyway, so we're going to move forward. And
25 the issues are internal and personal and we're not

1 going to share the details.

2 CHAIRPERSON CARTER: Thank you, sir.

3 COMMISSIONER MALLETT: And they're not
4 sharing the details as much for Captain Rochon's
5 benefit as it is for the public's benefit.

6 MS. BUTLER: I understand that, but I also
7 told the Assistant Chief two weeks ago also that when
8 you make these -- this is a leadership that I'm looking
9 at the way it was done that you need to investigate the
10 person who's bringing the charges and then make that
11 decision. And he did agree with me when I talked with
12 him two weeks ago.

13 CHAIRPERSON CARTER: Okay. We don't know
14 anything about that. All we know is there was an
15 investigation. That's it. It was under investigation.
16 So we don't know anything about any accusations or
17 whatever you're speaking of. We know there was an
18 active ongoing investigation.

19 MS. BUTLER: And I hope that the officers
20 that are being hired would look more like the community
21 that they are serving. That's very important.

22 CHAIRPERSON CARTER: Commissioner Crawford.

23 COMMISSIONER CRAWFORD: Madam Chair. Yes,
24 Ms. Butler, Captain Rochon's retirement is effective.
25 They're having a coffee and cake on Wednesday so you

1 may want to let the those in the community know,
2 Wednesday April 6 at 2 p.m. at the Adams Butzel Rec
3 Center located at 10500 Linden Street in the City of
4 Detroit. So that's April the 6th.

5 Also too, you spoke of some young man or
6 something who had applied with the department, and I
7 just want to ask, was he rejected due to that issue you
8 spoke of, credit?

9 MS. BUTLER: That's what I was told.

10 COMMISSIONER CRAWFORD: Could you inform him
11 to file an appeal with the Commission?

12 MS. BUTLER: I will.

13 COMMISSIONER CRAWFORD: Because he's entitled
14 to that. And there's a process. And attorney Linda
15 Bernard, who works in our office for the Commission,
16 I'm sure will be happy to guide him through that
17 process.

18 MS. BUTLER: Thank you.

19 COMMISSIONER CRAWFORD: Yes, ma'am.

20 COMMISSIONER BELL: Madam Chair, I think
21 there's a misconception about the credit score issue.
22 Perhaps through Director Gail Oxendine could speak to
23 that.

24 DIRECTOR OXENDINE: Director Gail Oxendine
25 for the record. The review of the credit record is not

1 a credit score. The review of a person's credit record
2 is part of the background investigation process. We do
3 not disqualify applicants solely on the basis of poor
4 credit history. We also require that those that have
5 credit problems, and when I say credit problems, I mean
6 outstanding liens on houses or some other bills that
7 are in collections. We do require them to make
8 arrangements so that they can establish responsibility
9 for their debts. We do not require them to pay off the
10 debts, but we do require them to take action toward
11 that goal. And we do not disqualify solely, solely on
12 the basis of those credit issues.

13 COMMISSIONER CRAWFORD: I just want to state
14 that because there's a presidential candidate, a
15 Republican, running by the name of Donald Trump, he
16 would truly be disqualified on credit and bankruptcy.
17 I think even the City of Detroit would probably be
18 disqualified because we just came out of bankruptcy.
19 So thank you.

20 COMMISSIONER BELL: I just want to say too,
21 Madam Secondary from the precinct that credit, not
22 score, but credit.

23 DIRECTOR OXENDINE: Credit history.

24 COMMISSIONER BELL: Credit history, we went
25 through the same process. It's always been part of the

1 process. There's misconception out there in the
2 community about credit score issue, but it's a credit
3 history that we look at in the Department. It's true
4 when I hired in, Commissioner Crawford and others, I
5 thing it's part of the process. So I just want you to
6 know that he was not just disqualified because of that.
7 So it's more involved. But basically there's a process
8 to address it. You can talk to the director after the
9 meeting if you want to.

10 CHAIRPERSON CARTER: Thank you. Any other
11 oral communications from the audience? Any other oral
12 communications from the audience? Is there a motion
13 for adjournment?

14 COMMISSIONER: So moved.

15 COMMISSIONER: Support.

16 CHAIRPERSON CARTER: It's been moved and
17 supported that we adjourn. All in favor.

18 COMMISSIONERS: Aye.

19 CHAIRPERSON CARTER: The meeting is
20 adjourned.

21 (The proceeding was adjourned at 4:25 p.m.)
22
23
24
25

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

CERTIFICATE OF NOTARY

STATE OF MICHIGAN)
) SS
COUNTY OF JACKSON)

I, Melinda R. Womack, Certified Shorthand Reporter, a Notary Public in and for the above county and state, do hereby certify that the above examination under oath was taken before me at the time and place hereinbefore set forth; that the witness was by me first duly sworn to testify to the truth, and nothing but the truth, that the foregoing questions asked and answers made by the witness were duly recorded by me stenographically and reduced to computer transcription; that this is a true, full and correct transcript of my stenographic notes so taken; and that I am not related to, nor of counsel to either party nor interested in the event of this cause.

Melinda R. Womack



Melinda R. Womack CSR3611
Notary Public,
Jackson County, Michigan

My Commission expires: June 22, 2018

A		
A.C 8:24 18:8,12 18:14 20:25 21:7,15 22:4 23:3,4,9 26:7 26:12 29:15 30:20 31:13	additional 11:25 39:11	54:21
address 19:2 58:8	addressed 54:17	announcement 6:23 8:22
adequately 28:17	adjourn 58:17	announcements 11:7 49:23
adjourn 58:17	adjourned 58:20 58:21	answer 53:2 54:3 54:9,11
adjourned 58:20 58:21	adjournment 58:13	answers 59:12
Administrative 1:24 4:13	adults 44:3	Anthony 3:25 4:10 16:24 32:21
advised 7:21	advocates 51:4	anti 22:18
Affairs 15:23	Affirmative 25:20	anticipating 21:8
African-American 25:21	afternoon 2:4 18:12,13 32:3 50:22 51:21	antiquated 19:15
age 25:3	agenda 4:23,25 5:4	anxious 45:6
ago 8:22 17:20 21:19 29:2 40:14 41:10 45:11,15 47:3 49:7 50:16 52:9 54:12 55:7,12	agree 14:25 28:4 28:18 55:11	anybody 20:15 23:19
agreed 6:13	aid 35:1,8 43:5	anybody's 31:17
Ainsley 1:22 4:16	Alan 1:25 4:19 49:2	anymore 37:12
Alcoholism 38:6	alcoholism 38:6	anyway 6:18 9:10 54:24
alleged 16:11	allegedly 15:12 16:1	appeal 56:11
allotted 46:17	allow 48:21	APPEARANCES 1:13
analogy 24:10	analysis 12:1 36:20	applaud 46:7
announced 6:25		applicant 52:19
		applicants 57:3
		application 52:22
		applied 56:6
		appointed 1:16 1:17,18,19,19 27:22
		Appointed/Dis... 1:20
		appointment 53:22
		appreciate 42:18 51:3,5
		appreciation 17:4 48:25 49:20
		approaching 50:10
		appropriate 27:20 30:3
		appropriately 19:14
		approve 4:24 5:4 5:10
		approximately 36:7 37:17
		41:10
		April 13:7 54:22 56:2,4
		area 13:6,10,11 13:12 14:13 15:10 20:4 40:2 46:8 54:16
		arises 8:4
		arrangements 57:8
		arrest 33:18 35:17
		Asian 40:1 41:24
		asked 15:11 28:16 52:1,14 54:12 59:12
		asking 15:25 29:24,25
		assignment 54:18
		Assistant 1:24 4:13 17:17 18:14 21:22 32:15 37:24 52:3 55:7
		Association 22:10
		attacks 40:21,21
		attend 6:16,18 34:11 35:25
		attended 5:23 7:10,11 17:22 39:8 51:25
		attention 12:7
		attorney 1:23 2:10 4:22 6:1 56:14
		Auburn 15:13
		audience 2:17 50:7 58:11,12
		authority 36:21
		available 7:24 20:5,6
		average 44:11
		aware 16:8 23:23 24:13 35:9,12 39:25 40:3
		awareness 19:25 22:17 26:11
		Aye 5:6,17 58:18
		B

back 8:10 9:9
 11:20,23 17:16
 19:4 25:4
 26:10 37:8
 46:22 50:25
 51:12 52:8,12
 54:24
background 57:2
backgrounds
 25:12
backsliding
 19:11
bad 19:15 52:16
Bangladesh 39:23
bankruptcy 57:16
 57:18
Barack 51:10
Barbara 6:1
based 54:13
basic 47:16
basically 25:17
 35:5 36:12
 40:13 58:7
basis 45:1 57:3
 57:12
basketball 47:18
beds 44:2,3
beefs 14:16,22
begun 53:5
behalfes 45:6
believe 4:4,14
 37:19 44:24
 54:22
Bell 1:16 2:7,24
 2:25 5:25 7:12
 7:14 8:14,15
 16:20 21:21,22
 22:5 23:18
 24:22 27:3,9
 27:10 28:18
 32:5 46:12,13
 48:3,9 49:5
 50:15 56:20
 57:20,24
belt 37:9
benefit 55:5,5
benefiting 7:9
Bernard 1:23
 2:10,12,20,24
 3:1,3,6,8,10
 3:12,14,16 4:7
 4:9,23 31:19

56:15
Bernardino 12:7
best 2:16 19:17
 20:8,8 44:23
better 37:20
 43:10 45:2
beyond 27:19
 33:15
biggest 13:12
bike 35:15
bills 57:6
birthday 8:24
Bishop 1:20 3:16
 50:4,17
bit 4:3 8:5
 32:13,25 42:13
bittersweet 51:6
black 26:3 28:3
 41:23,23 49:8
 49:10 53:8
blacks 25:21
Bliss 26:17
block 47:13,14
blue 25:11 34:8
board 1:2,23 2:5
 2:13,21 4:7,13
 18:12,13,17,24
 21:25 23:11,19
 24:11,12,15,24
 25:17 26:6
 27:14 35:1,9
 43:22 44:20
 48:4 50:1,16
book 35:4
bottom 23:1 26:2
Bowl 15:25
break 12:9
briefly 46:14
bring 15:16,23
 27:3,6 37:7
 40:16
bringing 27:17
 31:5 39:10
 55:10
brining 9:1
broad 39:22
Brooks 1:19 3:1
 3:2 5:24 7:11
 12:21 13:20
 27:5 30:2
brought 35:3
 41:3 44:14

52:1
Brown 1:24 4:12
Brutality 50:25
budget 7:15,16
build 49:13
burden 17:2
Bureau 3:24
 32:16
burner 8:10
Burton 3:3
business 10:6,14
 19:12 30:17
 48:25 49:23
 53:13 54:15
businesses 9:23
 9:25 10:4
 53:19
busy 5:21
Butch 6:3
Butler 51:21,22
 52:14,20 53:1
 55:6,19,24
 56:9,12,18
Butzel 56:2
buy 8:1

C

cake 55:25
call 2:11 7:20
 46:5
call-in 13:9
called 8:2 12:9
 29:5 53:7,21
calling 53:25
camera 9:21
cameras 10:11,17
Camp 36:24 37:3
candid 29:20
candidate 57:14
Captain 26:16
 32:17 53:3
 54:1,7,14,20
 55:4,24
capture 49:14
car 26:20
card 8:2
cards 7:25
career 20:10
 22:13
carjackings 11:3
carries 5:8,19
Carter 1:15 2:4

2:6,10,19,22
 2:23 3:18 4:6
 4:22 5:3,7,13
 5:18 8:17 11:9
 13:21 14:23
 16:18 18:2,11
 20:21 21:21
 23:4,6 27:24
 29:14 31:22
 38:15 41:11
 42:19 46:12
 47:25 48:10,18
 48:23 49:22
 50:13,20 51:16
 51:18 54:8
 55:2,13,22
 58:10,16,19
carving 48:3
case 22:13 47:2
 47:10
cases 51:6
cause 26:15
 59:17
caused 54:17
caution 24:18
ceasefire 12:25
 12:25 13:5,7
 13:14,17 14:13
cell 12:1,9
Center 9:18 10:9
 43:15 56:3
centered 8:6
ceremony 37:2
certain 40:10
 47:21
certainly 2:15
 16:5 24:19
 52:24
Certificate
 49:20 59:1
Certificates
 48:25
Certified 59:6
certify 59:8
chair 2:6,12,21
 3:17 4:9,11,21
 11:11 16:20
 18:6 20:22
 22:1 23:5
 24:23 27:25
 29:15 30:2,21
 38:22 39:13

40:19 41:13
 42:2 44:10
 45:8 46:13
 48:11 50:9,15
 55:23 56:20
chairman 24:12
 24:15
Chairperson 1:15
 1:16 2:4,10,19
 2:23 3:18 4:6
 4:22 5:3,7,13
 5:18 8:17 11:9
 13:21 14:23
 16:18 18:2,11
 20:21 21:21
 23:4,6 27:24
 29:14 31:22
 38:15 41:11
 42:19 46:12
 47:25 48:10,18
 48:23 49:22
 50:13,20 51:16
 51:18 54:8
 55:2,13,22
 58:10,16,19
challenged 49:8
chance 42:11
change 19:18
 20:10
changes 19:18
changing 19:11
Channel 17:8
charges 55:10
Charles 49:14
Charlotte 1:23
 4:18
charter 7:3
chief 1:22,22
 3:19,21,24
 4:12,15 8:18
 11:10,25 14:24
 16:21,23,25
 17:17 18:14,22
 21:12,16,17,22
 22:3,25 25:10
 25:14 26:5
 27:13 29:3,16
 30:14 32:1,2,3
 32:15 36:10
 37:24 44:7
 47:22 48:20,20
 49:11 52:3

53:21 54:3,8
 54:13 55:7
Chief's 8:18
 18:7 36:24
 53:25
children 7:9
church 50:3,17
circumstance
 43:10 44:25
circumstances
 14:4 44:2
 52:22
cities 17:6 19:5
 22:19 28:9
citizen 11:14
 28:1 54:4
citizen's 15:17
 15:19 20:4
citizens 7:20
 19:8 28:10,15
 51:1
citizenship 37:4
city 1:1 6:17
 7:2 22:21 28:1
 28:14 29:4,10
 35:21 36:24
 37:3 43:24
 56:3 57:17
citywide 13:14
 38:18
civil 31:7
civilian 6:19
 35:19,21
civilianization
 36:19
class 35:4 37:3
 37:25 41:5,16
 46:18 53:10
classes 46:20
cleaned 53:18
clear 14:10
 30:12 44:16
Clinic 45:23,25
close 18:23
closed 45:21
closing 18:19
 46:1
Coalition 50:24
coffee 55:25
collaboration
 51:9
collections 57:7

college 7:1
 36:14 37:22
colleges 37:17
come 6:13 9:8,23
 18:8 19:2
 22:20 24:24
 25:12 31:9,12
 37:15,17 40:12
 46:17 48:5
 49:21
comes 15:22
coming 17:7 20:7
 33:5 46:20
command 9:2
 22:10 24:7
 44:18
Commander 15:11
 15:22,23 16:4
 32:16
commanding 32:4
 32:18
Commencing 1:10
commend 22:8,16
 22:24 47:22
 48:12
comment 9:2
 54:10
comments 18:17
 29:16 50:8
Commission 2:6
 23:21 24:3
 33:8 39:3
 46:15,17 50:11
 50:17 56:11,15
 59:24
commissioned
 42:14
commissioner 2:7
 2:25 3:2,5,7,9
 3:11,13,15 5:1
 5:2,11,12,23
 5:24,24,25
 7:11,11,12,12
 7:14 8:14,15
 11:11,24 12:13
 12:19,21 13:20
 13:21,22 14:23
 14:24,25 15:5
 16:10,20 18:3
 18:5 20:21,22
 21:5,10,20,21
 21:22 22:5

23:5,6,8,10,14
 23:15,18 24:14
 24:22,24 25:4
 27:2,3,5,6,9
 27:10,24,25
 28:2,18 30:2
 30:10,21,24
 31:2,4,14,16
 31:21 32:5
 37:16 38:22
 39:13 40:5,18
 41:13,19,21,25
 42:2,19,20
 43:4,22 45:8,9
 45:14,15 46:12
 46:13 48:3,9
 48:11,19 49:5
 50:4,9,15 55:3
 55:22,23 56:10
 56:13,19,20
 57:13,20,24
 58:4,14,15
commissioners
 1:2 2:5 4:23
 5:6,8,17,23
 11:9 16:19
 17:25 18:25
 31:1 38:21
 48:1,5 49:22
 50:2 58:18
commitment 21:1
committed 9:3,6
 45:18
committee 25:18
 48:24
communication
 36:4 50:6
communications
 58:11,12
community 6:14
 6:15,17 8:5,7
 17:15 22:11
 26:18 28:10,20
 33:17,19,24
 34:3,6,8 39:21
 39:22,24 42:4
 43:20,23 44:5
 45:3,4 50:2
 51:23,24 53:5
 53:6,9,17,19
 54:1,15 55:20
 56:1 58:2

community's 25:8
companies 38:10
 40:9
company 24:12,15
 24:17
company's 24:14
complain 7:20
complaints 15:17
 15:19 20:4
completes 4:20
comprehensive
 19:20
computer 59:14
COMSTAT 53:12
concentration
 36:2
concern 25:16
 28:21 53:1
concerned 25:1,7
 25:7,8,15
 27:19 53:4,10
 53:20
concerns 29:16
concluded 21:1
concludes 38:13
conclusion 31:13
conducted 54:19
conducting 19:14
confusion 24:9
Conrad 1:19 3:8
consent 6:5,7
 8:23 9:1 12:16
 12:17 15:9
 18:10 21:2
 28:23 30:23
consideration
 24:5
consists 33:7
constantly 20:2
Constitution
 20:14
constitutional
 22:12
constitutionally
 9:4 17:12
contacts 12:11
contained 28:13
continue 34:12
 34:19
continues 9:4
control 36:17
conversation

21:24 22:6
conversations
 7:21,22 12:11
 29:20
convey 22:3
core 21:11,23
 22:2 23:21
 28:20 29:18,25
 30:1
corporation 6:3
corporations
 40:9
correct 46:6
 52:10,24 59:15
cost 31:14,15,18
Council 6:17
 29:4 51:23
counsel 6:3
 59:16
country 19:17,21
 29:7
county 11:13
 43:14 59:5,7
 59:23
couple 17:20
 18:18 21:18
 38:23 40:14
 46:20 49:7
courageous 20:9
course 33:14
 39:1,3,4
courses 34:18,19
court 4:19 21:3
 45:16
courts 21:6,7
covering 8:16
CPR 35:2
Craig 47:22
 48:20 49:11
 54:3
Craig's 18:22
 53:22
Crawford 1:16
 3:4,5 14:23,24
 16:10 23:10,13
 23:14 25:4
 27:24,25 31:2
 41:13,19,21,25
 45:8,15 55:22
 55:23 56:10,13
 56:19 57:13
 58:4

create 24:8
creating 10:19
credit 7:25 8:2
 52:15,17 56:8
 56:21,25 57:1
 57:1,4,5,5,12
 57:16,21,22,23
 57:24 58:2,2
crime 9:17 10:9
 11:6 14:2
 36:20
crimes 45:18
crisis 34:1
 43:23
critically 43:5
Cromwell 1:22
 4:16
cross 23:25
crucial 17:10
 46:14
CSR3611 1:11
 59:21
culinary 50:11
cultural 34:16
 38:24 39:2,6,7
 39:15,18,20
 40:4 41:15
 42:10
culture 33:13
 40:1
cultures 39:24
currently 33:1
 51:8
curriculum 33:11
 48:4
custody 9:21
customer 20:6
cutting 25:23
 47:5

D

D.C 3:23 8:20
 11:12,15 12:3
 12:15,24 14:6
 16:5,17 18:6
 31:22,24 51:19
 52:7,19,21
 54:10
Daniel 49:3
date 13:2
Davis 16:23
Davis-Drake 1:22

4:11 18:25
day 19:7 25:3
 37:22 40:15
 50:25
day-to-day 45:1
days 17:17 21:18
 52:8
deal 26:8,13
 28:6,17 43:2,3
 43:18 46:9
 49:16
dealing 26:8
 43:16,24
Dearborn 11:14
 52:2
debts 57:9,10
decision 54:20
 55:11
decisions 20:17
 37:21 54:13
declaration 21:3
decrease 13:4
Decree 6:5,7
 15:9 28:24
 30:23
deescalation
 35:7
defense 35:5,18
definitely 50:20
 51:11
denied 52:16
department 5:22
 6:2 9:4,8 15:8
 16:23 19:3,10
 19:14 21:13
 24:2 25:9 26:1
 26:3 28:4,10
 28:13,16,23
 29:5,6,7,8,8
 29:11,12 30:11
 33:11 34:10,12
 34:18,20,20
 37:19,20 39:10
 40:17 41:2,4
 44:14,15,22
 45:5 47:6
 48:22 51:8
 56:6 58:3
departmental
 15:15
Deputy 3:19,24
 8:18 11:10,25

16:25 32:3
54:8
Dequindre 50:5
Derrick 1:17
3:12
described 27:7
deserves 19:3
deserving 49:1
Desk 35:21,23
destruction 41:5
details 55:1,4
detectives 9:20
determine 24:4
27:22
Detroit 1:1,10
2:1 6:23,25
7:1,2 11:14
15:8 19:3
25:24 28:22
29:6,11 32:6
33:10 42:8,8
43:15,24 44:15
45:23 49:25
50:23 51:15,25
52:2,2 56:4
57:17
development
31:25 35:16
53:7
device 12:9
devices 12:3
devoted 38:24
Dewaelsche 1:18
3:6,7 5:24
30:25 39:13
40:5,18
dialog 30:5,6
die 35:10,13,14
different 25:12
39:18,24 40:6
40:6 42:11
differently
19:25 20:3
52:5
difficult 20:16
direction 18:21
directly 14:3
director 1:24
36:7,9 56:22
56:24,24 57:23
58:8
Directors 24:11

27:14
disciplinary
29:22
discrimination
28:12
discussed 8:9
discussion 5:5
5:15 7:15
discussions
30:16
dismissal 21:4
dismissed 21:3
dispatch 36:3
disqualified
57:16,18 58:6
disqualify 57:3
57:11
District 1:17,18
diverse 41:16
diversity 33:13
33:13 34:16
38:25 39:2,6,7
39:11,16,20
40:4 41:15
42:10
division 46:16
document 18:21
21:4
doing 2:13 9:9
10:10 17:24
28:5 34:5,13
37:5 38:11
41:1,6 45:2,3
46:8 48:12,13
51:15
DOJ 15:8 16:14
16:22 17:6
31:8,19
dollars 31:17
47:18 48:17
Dolunt 26:7 52:3
Donakowski 49:4
Donald 57:15
dovetailing
42:10
download 12:10
downtown 36:18
53:15
DPOA 22:9 25:20
Dr 49:14
Drake 16:24
drills 37:2

driven 23:1
driving 8:25
33:14
drop 11:1
dry 18:19 20:23
34:20
dual 42:24 43:12
43:15,19
due 23:18 45:18
56:7
duly 59:10,13
duty 35:10,13,14

E

E 1:16 2:24 3:3
earlier 10:7
early 22:13
46:19
Easter 2:14
Ebenezer 50:3
Edgar 1:20 3:16
50:4
edge 25:24 35:18
47:5
edging 27:15
educated 37:19
education 26:10
32:5,13,14,18
36:23
educational
37:14,18,18
educators 47:1
effective 54:22
55:24
effectively 45:6
effort 25:25
47:3
eight 10:7 39:17
eight-hour 39:4
39:5 44:12
eighty-eight
31:20
either 14:16
59:16
elected 27:21
Elizabeth 1:19
3:1
embarrassing
47:11
emergency 34:16
36:3 41:7
44:14,15

emotional 35:2,2
35:3 42:21,23
employees 10:13
encounter 43:8
46:5
encounters 44:11
46:9
enforcement 33:8
39:4 47:2
engaged 30:13
engagement 54:15
engaging 17:18
17:25 30:18
46:15
Engler 45:21
enhancing 44:7
entered 36:15
entertain 49:9
entire 2:13
40:14,15 41:1
entitled 24:19
56:13
environment
10:19 29:23
Equality 40:12
equally 16:15
equipment 10:1
Eric 32:16
especially 42:9
essence 8:1
establish 57:8
etcetera 12:12
42:9,9
ethics 33:13
ethnic 40:1
Eva 1:18 3:6
evening 53:24
event 59:17
everybody 20:12
27:21,22 52:21
Ewing 32:16
exactly 9:16
20:23 27:7
examination 59:8
example 7:18
19:19
exams 53:11
excellent 8:16
17:24 38:23
48:14
excited 8:21
9:13,14 18:22

exciting 10:22
Excuse 31:19
excused 3:3 4:10
 4:10
executive 9:3
 30:15 51:11
exercise 38:12
expect 24:3
experience 28:8
 28:22
expires 59:24
expressed 30:8

F

Facebook 16:1,12
 26:15
facets 26:13
facilities 45:22
facing 19:4,5
 26:5
fact 13:23 18:20
 24:24 31:6
 34:13 37:25
 39:7,25 40:12
 51:3
factors 54:14
fading 47:16
fair 17:10 37:14
 37:18,18
Fairness 39:8
fall 32:14
familiar 12:1
 36:18
familiarize
 42:13
families 2:16
far 9:15 12:11
 13:16 39:15
favor 5:5,16
 58:17
featuring 49:10
federal 47:3
feedback 9:22
 10:12
feel 25:23 29:21
feeling 44:21,22
felt 10:13 37:5
female 26:1,20
 41:23
females 25:22
 41:24
feuds 14:22

field 24:19
 46:23,25
fight 51:1
fighting 26:19
fight 38:19
figure 44:19
figuring 44:8
file 56:11
filed 26:23
final 21:10
finality 31:13
finally 18:23
financial 17:1
find 20:15 44:4
 51:9 52:11
finish 18:6
firearms 32:20
 34:17
first 2:21 3:23
 8:21 13:9 28:1
 33:17 35:1,7
 37:25 43:5
 44:4 46:4
 59:10
fit 30:17
fitness 33:13
 37:10,13,23
 43:13
five 32:9 34:23
five-week 35:24
 36:2
fix 24:17
flag 24:19
fliers 34:3
Flint 26:21 34:1
flush 26:9
focus 39:17 40:5
focusing 40:9
follow 39:14
follow-up 11:17
football 37:12
 47:18
force 8:25 9:5,9
 27:12 34:15
foregoing 59:12
foremost 28:1
forensic 11:25
forgot 2:15
former 50:24
forth 59:10
Fortune 38:10
forum 26:18

forward 6:21 7:8
 8:11 9:23
 17:11,15 26:11
 44:6 49:21
 54:24
four 41:23 49:11
frame 42:7
frankly 19:15
 20:8 44:6
Fredia 51:22
free 28:3
friend 13:24,24
 32:6
front 23:16 48:7
full 59:14
fully 12:25
function 47:13
funds 47:3
future 49:17

G

Gail 1:24 4:10
 56:22,24
gang 14:14
GARZA 1:18
gas 10:8,20 14:9
general 45:4
George 4:9 16:24
getting 10:16
 19:7 25:4
 26:10
give 10:23 15:23
 17:3 28:25
 29:17 33:11
 37:3,6 48:15
 48:16 50:7,13
 54:11
given 2:9 53:2
 54:11
gives 12:17
giving 4:2 37:12
glad 15:9 25:9
 25:14
gloss 26:25
go 7:20 8:8 10:3
 25:16 27:12
 31:10 32:9
 36:11 38:17
 39:1 41:8
 42:11 44:6
 46:2 47:14
goal 13:8 20:1

57:11
goes 19:10
going 2:7 6:20
 8:10,17 10:4
 11:18 13:7
 14:16,16 15:15
 17:6 19:12
 20:19 23:21
 25:13,16 29:21
 31:10,24 32:9
 36:6,19 38:6
 39:15 41:8,16
 42:6,14 43:13
 44:6,13,13,16
 46:22 53:16,16
 54:1,6,24 55:1
good 2:4 6:21
 10:16 18:12,13
 20:1 22:21
 32:2,3 38:1
 50:22 51:20,21

Goodfellows

33:25
gotten 36:13
 51:7
governor 45:21
graduate 7:2
 34:6 46:18
graduates 33:2,2
 33:4
graduating 46:18
graduation 17:22
 47:14
grass 51:4
great 15:2 22:15
 42:3
green 9:12,24
 14:9 25:11
 53:15
group 14:14
 21:11,14,23
 22:2 23:21
 29:18,25 30:1
 40:1 51:12,14
groups 35:21,21
 39:16,18 40:6
 40:8
grow 19:16
guarantees 7:1
guard 47:7
guess 6:8 8:3
 15:5 16:3

21:11 23:10
guide 20:10
 56:16
guided 33:7
gunshots 35:11
 35:13
guy's 23:12
guys 33:21 37:15
 48:12,15,16,17

H

half 34:5 40:23
 47:13
Hall 3:24
hand 22:23
hands 11:23
 52:11,13
Hanson 4:19
happen 19:12
 20:11 21:8
 28:2
happened 7:13
 9:16 26:16,23
 31:1,1 52:2
 53:20 54:4
happens 8:12,24
 21:9
happy 2:14 9:14
 18:22 20:18
 31:11 56:16
hard 2:14 14:17
Headquarters
 49:25
health 34:15
 35:7 37:1 43:5
 43:14,25 44:1
 44:5,11 45:10
 45:19,22 46:11
 47:5
hear 25:17 29:2
 45:6 52:5
heard 33:21 52:1
heavily 36:24
heavy 17:1
held 1:9 6:23
help 20:8 36:7
 43:10 45:4
 48:17
helpful 23:12
 44:25
hereinbefore
 59:9

hesitant 23:25
 27:12
hesitate 24:21
high 7:2 38:18
 47:19
higher 30:9
Hills 15:13
hired 55:20 58:4
hiring 25:21
Hispanic 41:24
historic 17:13
 25:19
historically
 26:21
history 6:10
 28:25 49:8,10
 49:15,17 57:4
 57:23,24 58:3
hit 48:2
hold 24:16
holds 13:17
 14:12
holiday 2:15
Hollowell 6:3
home 42:25 43:2
 50:3
Homeland 41:4
homeless 33:24
 43:9
homicides 10:24
 13:5,19
honor 32:11
hope 21:25 23:9
 25:17 46:15
 55:19
hopefully 46:19
 49:12
hoping 21:9
hospitals 44:21
 45:3
host 39:23
hours 33:9,10
 34:25 38:25
 39:17
houses 57:6
HR 1:24
hundred 27:11,18
hurdles 51:7
hurt 53:4

I

identify 9:20

ignore 25:3
ill 46:10
immediate 54:18
impact 28:12
impacted 14:3
implemented 13:1
 13:10,15 33:15
 33:19
implementing 8:8
importance 6:19
important 15:7
 16:14,15 24:7
 28:11 29:17
 42:5 43:5
 44:19 48:6
 53:8,9 55:21
impressed 38:20
 42:4
impressive 38:16
incident 9:13
 15:13 16:9
incidents 9:5
includes 7:3
 33:12 34:14
including 5:23
increase 14:1
increased 10:15
 11:3 12:22
increases 13:13
indicated 19:13
 32:3
individual 12:17
 12:22
individually
 24:3
individuals 9:20
 11:19 14:8,11
 14:15 28:20
 45:17 47:7
 49:6 52:11
influence 29:19
 35:5
inform 6:4 56:10
informal 22:5
information 9:18
 12:5,10,18
 16:7 19:23
 52:4,7
informative
 41:14
Ingals 4:2
Ingels 32:23

initiative 25:10
 25:15 49:14,19
ink 18:19 20:23
 34:20
inservice 32:23
 34:9
inside 36:1
install 10:17
installing 9:25
instance 14:20
instructor 35:16
 39:9
instrumental
 33:25 37:25
insulting 29:2
interaction
 33:17
interested 43:6
 59:17
interfamily
 13:25
interfering 24:1
intern 36:6
internal 15:23
 54:16,25
Internet 10:18
interns 36:11,14
 36:16
interpersonal
 35:16,23 36:3
intervene 30:4
introduce 3:19
 3:21 4:7
introductions
 4:20
investigate 55:9
investigating
 9:5
investigation
 9:15 15:14
 16:3,9 54:19
 55:15,15,18
 57:2
investigator
 1:22,22,23
 4:12,15,16,17
 16:22,23 50:24
investigators
 16:24
investment 10:16
invited 6:22
 29:5

invocation 2:8,9
involve 14:19
involved 8:7
 14:7 15:12
 36:24 49:8
 58:7
involving 7:16
 8:6
Ironically 8:23
island 44:24
issue 8:21 9:11
 19:21 22:20
 24:23,23,25,25
 25:3,9 28:3,6
 28:9 30:10
 44:1 45:5,9,19
 56:7,21 58:2
issues 8:16 19:2
 19:4,19 22:14
 22:14 24:6
 25:22 26:4,7,9
 26:13,14,15,18
 26:22,24,24
 31:6 43:25
 46:10 52:24
 54:17,25 57:12
item 22:7

J

Jackson 59:5,23
jails 45:12
James 4:1 18:14
 32:15,24
January 33:2
jillion 27:11
job 8:16 17:24
 19:23 38:8
 48:14 51:20
John 32:17 45:21
joined 18:9
joining 3:20
 18:4
Jones 1:23 4:18
joyous 7:4
Jr 1:19 3:8
judgement 8:23
 9:1 18:10,20
 18:23 21:2
judges 45:16
Judo 20:6
July 13:9 33:4
June 59:24

justice 5:22 6:2
 9:8 29:5,7,11
 34:12,19,20,21
 39:8 51:9

K

keep 15:7 20:8
 42:23 47:21
keeping 20:1
Keith 3:25 32:4
 32:17
kid 37:11
kids 7:6 37:1,2
 37:3,5,10 44:2
kind 27:15 38:7
 40:19 43:18
 54:3
kinds 24:6
Kirkwood 49:3
knew 14:11 46:1
know 8:11 10:19
 12:6 14:8,15
 14:22 15:2,3
 16:9 17:6,15
 20:13 21:17
 22:11,13,18,21
 22:24 23:13
 24:2 28:5,7
 29:12,20,22
 30:7,13 31:7
 31:10,17 35:8
 37:4,15 40:7,9
 43:20 44:12
 46:5 48:7,15
 49:11,16 50:10
 51:2,2,12 54:2
 54:4 55:13,14
 55:16,17 56:1
 58:6

knowledge 16:8
knowledgeable
 17:9

known 14:19
knows 17:18
 43:23

L

lack 45:19
lacking 46:21
 47:11
Lafayette 45:23
 45:25

larger 41:9
Latinos 39:23
LaVALLEY 11:15
 12:3,15,24
 14:6 16:5,17
 18:6 31:24
law 33:8 39:3
 47:2
lawsuits 26:23
lay 50:18
lead 28:5
leader 23:24
leadership 18:23
 22:2,8,9,11,15
 22:16,24 30:7
 32:15 53:8
 55:8
learn 38:8
learned 48:14
 53:24
learning 43:16
 43:17,19
leaves 34:12
LEEP 47:3
legal 33:13,14
 34:15 46:25
letting 51:12
LeValley 3:19,23
 8:18,20 11:10
 31:23 32:3
 51:19 52:7,19
 52:21 54:8,10
level 30:9 47:20
 47:21
LGBT 40:7
liens 57:6
lieutenant 3:25
 4:3 22:9 32:4
 32:17,22 38:15
 39:2,19 40:11
 40:22 41:14,18
 41:20,22 42:17
 42:24 43:12
 44:8,17 46:7
 47:24 48:8,23
lieutenants
 26:17
life 43:2
lift 16:21 49:15
lifting 17:1
light 9:12,24
 14:9 53:15

54:19
limit 50:8
limited 7:23
 33:12 34:15
 47:4
Linda 1:23 56:14
Linden 56:3
line 20:12 23:23
 23:25 24:2
 26:2 30:12
 35:10,13,14
 44:4
lines 10:18
Lisa 1:15 2:6,21
list 39:17 50:13
 52:9
little 4:3 8:5
 25:16 27:11,19
 32:13,25 42:13
live 42:8
lives 7:2
located 49:25
 50:4 56:3
location 9:12
 10:12 25:6
locations 10:21
lockup 35:17
long 30:24 51:3
long-term 13:14
longer 6:4 25:5
look 13:2 19:19
 25:1,19 46:23
 46:24 47:1,8
 49:17 55:20
 58:3
looked 26:23
 46:21
looking 7:8,17
 19:24 55:8
looks 19:17
Loranger 16:2
lot 8:25 9:22,22
 10:4,12 13:23
 14:15,21 19:24
 20:7 26:15
 28:25 34:5
 37:10 38:3,18
 38:19 40:2
 45:11 51:4
 53:5,18
loud 29:10
loudest 27:17

Lyons 15:12
23:14,14

M

ma'am 8:15 50:21
56:19
madam 2:12,21
3:17 4:9,20
11:11 16:20
18:6 20:22
23:5 24:23
27:25 30:2,21
39:13 40:19
41:13 42:2
44:10 45:8
46:13 50:9,15
55:23 56:20
57:21
maintaining 9:3
major 16:22 17:4
17:16 19:5
28:8
makeup 39:21,21
41:19
making 27:16
male 26:20 41:24
males 41:22,23
41:24
Mallett 1:19 3:8
3:9 13:21,22
14:25 23:5,7,8
23:15 27:2,6
27:10 30:10
42:19,20 43:4
43:22 45:9,14
55:3
man 19:3 28:3
33:21,22 56:5
manage 27:13
30:11 42:22
43:10 44:23
45:5
managed 24:8
management 19:25
24:10 27:15
29:19 38:2
managing 24:6
42:25 43:1
mandated 33:11
34:17,18
March 1:11 2:2
4:24 5:9,15

37:16 49:24
53:23
marched 45:25
mass 25:24 41:4
matter 1:9
mayor 6:24 7:14
8:6 21:24 22:6
24:25 25:7,14
29:3 30:15,15
Mayor's 6:16
26:6
McQuade 6:1,6,13
meal 50:18
mean 7:7 23:11
40:6,7 46:18
47:10,13,14
48:15 51:2
57:5
means 27:5
media 12:6 18:18
19:20,22 29:2
35:15 37:4,4,5
38:16,20 49:6
medical 43:15
45:12 46:23
medication 45:19
medications 46:3
meet 23:21
meeting 1:5 2:5
5:22,25 6:4,8
6:21 8:6,10
15:22 17:22
21:16 24:24
27:13 49:23
50:2,14 51:24
54:2 58:9,19
meetings 6:14,16
6:18 38:11
Melinda 1:11
59:6,21
members 6:2
23:20 24:3
34:10
Memphis 22:19,20
men 19:7 53:8
mental 34:15
35:7 37:23
43:5,13,14
44:1,4,11
45:10,18,22
46:11 47:5
mentally 46:10

mentals 43:17
mentioned 10:14
14:8 15:19,20
26:12 47:5
met 7:14,18 10:6
21:13,15,16,18
Mexicans 39:22
Michael 32:23
49:1
Michigan 1:10
2:1 26:24 33:8
39:3 40:12
50:1 59:3,23
middle 47:19
midst 54:7
midtown 53:15
Mike 4:1
Mile 40:2
Miles 4:3
milestone 17:16
military 47:17
million 31:20
48:17
millions 31:16
31:16
mind 18:7
Mindy 4:19
minute 8:22
minutes 5:9,10
5:14 32:10
34:24 50:8
misconception
25:11 56:21
58:1
missed 48:6
missing 34:4,4
49:16
misspoke 17:20
modified 36:11
moment 17:13
18:10 49:14
Monday 33:5,5
41:17
money 10:17
47:20
month 40:23
41:10 49:8
53:13
months 15:20
40:14 49:7
Moore 1:18 3:10
3:11 11:11,24

12:13,19 15:5
20:21,22 21:5
21:10,20 31:14
37:16
moratorium 51:10
morning 32:2
Morris 50:22,23
51:17,20
motion 4:24 5:7
5:9,19 58:12
mountain 35:15
MOUs 10:1
move 11:8 13:11
17:11,15 26:11
27:19 54:18,24
moved 5:1,3,11
5:13 58:14,16
moving 10:21
13:7 18:21
Museum 49:15

N

NAACP 25:24
name 2:6 15:16
15:18,19 16:12
23:12 45:21
50:7,23 51:21
57:15
nationwide 12:6
13:17
naturally 22:24
necessarily 20:2
necessary 28:6
need 7:19 11:22
12:13,15 17:3
17:14 22:17
23:16 26:7
44:8,17,20
48:21 54:17
55:9
needed 51:6
needs 13:25 20:9
40:10 42:12
negative 33:18
Neighborhood
3:24
neighborhoods
42:12
never 22:21 37:7
new 25:24 33:16
35:17 36:5
40:8,8 48:24

53:6
news 9:12
Nicole 49:3
night 50:12
Nobody's 54:14
nonfatal 11:2
 13:3,5,13,19
 13:24
notably 45:23
Notary 59:1,7,22
notes 59:15
noticed 53:12
number 14:7,17
 14:17 15:2
 18:19 33:14
 44:11 45:21
 53:13 54:14
number's 44:13
numerous 31:5

O

oath 22:23 59:8
Obama's 51:11
obvious 16:13
occasion 7:4 8:4
occur 38:19
occurred 14:4
 30:23
OCI 4:14 18:24
 48:5
offenders 14:19
office 4:15
 11:13,20 16:21
 19:6 52:5,8
 53:22,25 56:15
officer 11:14
 15:12 20:9
 22:19 25:5
 28:8 30:15
 32:4,18 35:18
 44:12 47:12
 49:3,3 50:24
 52:3,15,18
officers 2:17
 9:19 10:10
 17:19 19:22
 20:1,3,3,15
 22:10 26:1,2
 26:10,19,20,22
 28:11,14 34:3
 35:9,12,22,23
 35:25 36:1,18

36:20 37:20,21
 37:22 38:3,7
 39:5,11 40:24
 40:25 42:6,22
 43:7,16 44:3
 44:16 45:24
 46:9 47:21
 48:6 49:1,11
 53:10 55:19
offline 12:20
Okay 11:24 21:20
 41:25 53:1
 55:13
old 47:15 49:23
 50:17
on-line 7:24
 20:7
once 13:9 20:5
 52:11,16
ongoing 46:24,25
 47:1,17 55:18
Operating 9:17
operation 10:10
 24:1,6
operational
 54:13
operations 34:17
 35:22,23
operators 36:4,4
opinion 15:6
 16:16
opportunity 17:8
 21:25 23:22
 37:15 49:12
opposed 5:7,18
 20:2
opposition 25:22
options 20:4
oral 50:6 58:11
 58:11
order 49:16
 51:11
organizations
 40:8
original 10:7
outside 28:9
 37:11
outstanding 57:6
overemphasize
 22:25
oversight 6:19
overview 32:12

overwhelmed 44:1
 44:21,23 45:12
overwhelmingly
 19:9
owners 10:6
Oxendine 1:24
 4:10 36:7,9
 56:22,24,24
 57:23

P

P-card 8:3
p.m 1:10 2:3
 49:24 56:2
 58:21
Page 1:7
Palace 15:13
Pam 16:23
Pamela 1:22 4:10
 18:25
paper 26:22
parents 37:1
part 21:16 23:11
 26:17 48:8
 57:2,25 58:5
participate 24:9
 29:25
participated
 33:22,25
particular 16:3
 22:2,7 25:5
 40:15 50:11
particularly
 42:4 43:6,23
partners 54:16
partnership
 18:24
party 59:16
passed 33:23
passing 34:3
pat 19:4
pattern 23:16
pay 24:17 57:9
paycheck 22:22
paying 10:18
people 14:22
 16:25 24:17
 29:9 33:24
 35:6 38:3
 39:24,25 40:2
 40:8 41:10
 42:6,8,14 43:3

46:1,5,24,25
 47:18 52:9
 53:13 54:6
percent 27:11,18
percentage 14:18
 15:1
period 6:10 17:5
person 34:4 35:4
 55:10
person's 57:1
personal 16:8
 34:7 54:25
personally 24:21
persons 2:17
pertaining 46:10
phase 8:8
phases 13:15
phenomenal 7:8
 19:1
phone 7:20 12:1
 12:4,5,5,8,11
 12:18
phones 12:7
photographs
 12:12
physical 37:10
 37:13 43:25
picture 16:13
 47:8
piece 38:16
 42:10,15,21
pilot 10:8
pipeline 10:3
place 3:20 46:19
 59:9
planning 19:16
play 27:8 30:12
played 16:22,25
 37:11,11
players 16:22
please 2:11 4:8
 44:24 50:7,8
Fletcher 4:1
 32:24
plug 12:4,9
PO 49:2
point 13:25 17:3
 18:17,18 27:1
 27:16 30:5,13
 44:10,17 47:11
 49:13 54:23
pointed 23:16

police 1:2 2:5
 9:4 11:14 15:8
 17:19 18:25
 19:3,9,13
 20:14 21:13
 26:24 28:8,11
 28:13,23 29:3
 29:6,6,11 32:6
 33:10 34:2,16
 36:6,11,12,15
 37:19,20 38:3
 39:8 42:22
 44:3,15 45:5
 46:6,8 47:6
 48:5 49:2,3
 50:2,16,23,25
 52:3,15
policies 8:25
policing 3:24
 17:17 22:12
policy 19:6,15
 19:16,20
poor 57:3
position 9:8
 54:5
positive 9:22
 10:12 51:15
possession 10:2
 11:21
possible 48:20
posting 16:1,11
 16:11,13
posttraumatic
 38:4
potential 40:21
Potts 4:1 32:21
PowerPoint 51:13
 51:16,18
PR 17:13
PR24 34:15
practices 19:17
precinct 13:3,16
 13:16 23:24
 25:6 26:16
 36:1 45:24
 50:3 51:23
 53:3 57:21
precincts 13:1,8
 13:11
predominant 26:3
preparations
 40:25

preparedness
 41:8
preparing 40:20
present 1:21
 2:23,25 3:2,5
 3:7,11,13,15
 3:17,25 4:12
 4:13,17 29:19
 32:12 49:17
presentation 4:3
 18:7 31:25
 32:8 34:24
 38:13,23 40:13
 41:15 42:3
presidential
 57:14
pretty 5:20
 17:18
prevention 38:2
previous 8:9
 15:19
prior 2:12 34:8
prisons 45:13
private 7:3
 24:15
privilege 20:13
 20:16 32:11
probably 33:21
 57:17
problem 24:18
 25:25
problems 57:5,5
procedural 39:8
Procedure 9:17
proceeding 58:21
Proceedings 1:9
process 17:7,7
 30:19 56:14,17
 57:2,25 58:1,5
 58:7
professional 4:4
 32:5,13,14,18
 36:23 47:6
professionally
 19:8
profound 43:25
program 7:8,9
 10:13 33:1,16
 34:10 35:24
 36:2,6,11,13
 37:6,13 48:9
 53:7,7,12,15

programs 33:20
project 9:24
 33:22,23 35:8
projects 32:21
 36:22 53:6
Promise 6:23,25
promised 32:8
promotions 53:12
properly 25:2
prosecutor 11:16
prosecutor's
 11:13,20 52:4
 52:8,12
proud 51:1
provide 28:15
provided 7:17
 12:5,8
providers 44:5
providing 34:1
public 14:1 42:7
 49:25 59:7,22
public's 55:5
punishing 20:2
purchase 8:1,3
purpose 42:25
 43:13,15,19
put 8:10 9:7
 11:23 21:12
 24:18 26:12
 35:1 37:7,9
 49:9
putting 10:17
 19:22 34:8
 48:4

Q

qualified 53:11
quality 20:1
question 11:25
 12:21 15:6
 21:10,11 24:5
 25:13 39:15
 40:19 52:14
 54:12
questioned 54:14
questions 11:8
 11:10,17 16:19
 20:20 28:16,19
 38:14,21,24
 48:1 59:12
quickly 9:19
 30:22

Quinn 1:25 4:19
 49:2
quite 20:23
 27:14 29:2
quo 42:23
quorum 3:17

R

R 1:11,18 3:10
 59:6,21
race 24:23 25:13
 28:4,9
racial 21:13
 24:13 41:19
racism 28:4,9,12
racist 16:12
Radio 7:24
raise 22:22
raised 24:25
 26:6
ranking 26:2
ranks 24:14
re-flash 25:18
reach 8:7
reaches 28:9
read 15:17 26:21
reality 25:12
realize 6:19
really 2:15 7:9
 7:15 17:12,13
 38:20 49:5
Realtime 9:17
 10:9
reapply 52:25
reason 15:16
 31:7,9 37:18
 52:16,23
Rec 56:2
recall 31:20
 32:8 45:20
 50:16
receive 53:11
received 9:21
 38:1
recognition
 49:19,20
recognize 18:3
 20:12 37:8
 49:6
recognized 19:13
recommendation
 44:20

reconsidered 52:17
record 18:15
 50:8 56:25,25
 57:1
recorded 7:21,22
 59:13
Recorder 1:25
recorders 4:18
 7:19,23 8:1
 45:16
recording 4:14
recruit 32:24
 33:1,7,19
 47:12
recruit's 33:17
recruiting 25:1
 36:16
recruits 33:5,9
 33:16,22 41:16
rectified 17:19
reduced 59:13
reduction 13:18
reductions 14:13
reference 21:24
 22:7 25:20,21
 30:6,9,16 42:7
reflect 6:6
 22:11
reflects 25:2
refreshing 42:15
regard 10:11
 12:7 14:13
 42:7
regarding 2:21
 11:13
regards 19:11,18
 21:12 39:20
Reginald 1:16
 3:4
Regular 1:5
reinforced 23:1
rejected 56:7
related 59:16
relates 12:1
Relations 51:23
relationship
 34:7
release 51:19
releasing 19:23
relieve 38:12
remaining 9:6

remark 17:8
remember 50:25
removed 53:3,23
replacing 35:25
report 5:20 8:19
 21:17 29:24
reporter 17:9
 59:6
reporting 4:20
 17:10 30:14
reports 48:24
representatives
 16:6
representing 4:4
represents 15:6
Republican 45:20
 57:15
request 11:17
 23:9,12 24:20
requests 11:16
 50:11
require 11:18
 57:4,7,9,10
required 34:10
 39:3
requirement 39:5
requirements
 21:1
research 45:11
Reserves 36:5,5
respect 23:19
 30:19
respond 21:23
 30:4
responded 23:10
response 45:4
responsibility
 57:8
rest 4:7 44:18
retaliations
 14:16
retire 54:20
retired 50:23
retirement 54:22
 55:24
retiring 54:23
return 10:16
returned 11:16
review 14:2
 56:25 57:1
reviewing 10:2
reviews 38:1

revisit 6:10
revisited 51:7
rewarded 36:15
Ricardo 1:18
 3:10
Richard 1:17
 3:14
right 4:11,11
 10:1 11:21
 14:18 18:16
 19:21 20:15
 22:23 31:4
 38:6 41:8 45:9
 46:4
rights 31:7
Robberies 10:25
robbery 14:20
Robert 1:24 4:12
Rochon 53:3 54:2
 54:7,20
Rochon's 54:15
 55:4,24
role 2:11 16:21
 17:1 25:20
 27:8,20 30:12
rolling 41:6
Ron 28:24
room 4:14 50:1
root 51:4
route 8:8
run 24:17 32:7
running 47:12
 57:15

S

safer 10:14,19
Safety 49:25
San 12:7
Sanders 1:17
 3:12,13 5:24
 7:11 48:11,19
Saturday 36:25
Save 53:7
saying 27:2
scale 41:9
scene 9:20
scheduled 33:3,4
 33:6
scholarship 6:25
school 7:2,5
 47:19,19
schools 7:3,3

38:18,19
score 56:21 57:1
 57:22 58:2
Scott 28:24
scout 26:20
search 12:13,16
 12:17
seat 28:2
second 5:2 14:5
 50:3
Secondary 57:21
secretary 51:22
Security 41:4
see 10:4,9,10
 13:18 14:2,6
 14:13 26:4
 31:12 37:6
 42:12 47:9,15
 49:12 51:5
seeing 9:23
 51:14
seen 9:11 13:4
 13:12,15 28:21
 53:10
segue 21:11
seminar 39:9
 43:19
send 49:6
senior 1:23 4:17
seniors 40:7
sensitivity
 39:16
sentence 45:17
Serda 32:17
sergeant 1:25
 3:25 4:1,1,18
 16:1 22:9 25:5
 32:20,23,24
 49:1,2
serious 47:9
serve 28:11,14
 42:6,6,14 54:6
served 23:23
service 20:6
 28:15 33:19
 54:21
Services 32:16
serving 55:21
set 9:16 27:13
 28:20 52:22
 59:9
setting 22:5

29:22
Seven 40:2 41:23
Shack 7:24
Shanell 49:2
share 17:14 55:1
sharing 55:4
Shelby 1:17 3:14
 3:15 5:25 7:12
 38:22
shelter 43:11
Sherell 32:22
shift 44:12
shooter 14:11
 35:18 40:24
 41:2,7
shooters 12:8
shooting 9:13
 11:14 14:4
shootings 11:2
 12:22 13:2,3,5
 13:13,19,24
 14:7,18
shoots 14:21
shop 10:21
Shorthand 59:6
shortly 39:10
shot 9:14 26:21
show 37:21 51:14
shut 40:14
shy 26:9
side 25:16 42:4
sides 29:12
sign 9:24 10:2
signed 37:22
signed-off 21:2
significant 13:4
 13:18 14:7
 17:1
significantly
 10:15
signing 10:5
Sims 15:11,22
 16:4
single 35:10
sir 3:20 16:10
 18:4 19:13
 21:20 41:21
 42:1,17 47:24
 55:2
sit 28:2
sits 4:11
sitting 19:6

six 11:5
Skill 32:21
skills 35:16,24
 36:3
slowly 47:16
small 14:18 15:1
 49:19
snitch 15:3
social 19:20,22
 35:15 37:3,4,5
 38:16,20
society 19:18
soldier 47:16
solely 57:3,11
 57:11
somebody 9:13
 10:20
somewhat 47:4,15
Sons 53:7
soon 11:22
sorry 23:6 32:2
sort 49:7
southwest 51:25
speak 13:23
 19:18 26:17
 41:9 46:18
 56:22
speaking 21:18
 41:15 55:17
special 32:21
 36:5
specialize 34:23
specialized
 34:22
spend 47:17,20
spoke 30:7 52:10
 56:5,8
sponsored 43:14
SS 59:4
staff 3:21 4:8
 7:18,25 9:2,3
 22:25 40:13,15
 48:13
Standard 9:17
standards 19:9
 33:8 39:4
standing 3:20
 48:24
stands 11:21
Stanley 32:22
start 38:19
 41:17 53:17

started 5:21
 10:8 35:20
 36:25 53:14,17
 53:24
state 26:24
 29:17 45:22
 57:13 59:3,7
stated 20:23
 53:14
statement 18:9
statements 11:19
 11:22 52:12
States 20:14
station 14:9
stations 10:8
statistics 14:2
 44:9
stats 10:23
 41:17 45:10
status 21:14
 42:23
stay 20:19
Steel 33:22,23
stenographic
 59:15
stenographically
 59:13
steps 26:5
stifle 30:11
stop 34:11
story 9:24 31:10
straight 52:17
stranger 14:21
 15:1,1
strategy 13:14
street 1:9 9:19
 29:9 43:3,8,17
 46:2,4 50:1
 56:3
stress 38:2,4,6
 38:8,12 43:18
strong 25:22
structure 24:7
 44:18
student 34:2
students 36:14
submitted 11:12
 11:15 52:7
sudden 53:21
suddenly 27:14
suggest 45:2
suggestions 6:8

6:9,11,12,14
 6:15
suicide 38:2
summer 10:4
Super 15:25
supervisor 4:16
support 5:12
 27:10,18 28:7
 32:16 35:22,23
 58:15
supported 5:4,14
 58:17
supportive 26:6
suppress 38:8
sure 16:6 17:25
 20:19 25:2
 31:17 49:18
 51:19 56:16
surprised 39:25
survival 35:2,3
 35:18 42:21
sworn 28:14
 59:10
symposium 37:24
 38:5 43:13
syndrome 38:4
system 19:25
systems 45:11

T

table 15:21
tactic 35:17
tactics 34:16
 43:7
take 9:21 11:19
 12:4,18 22:23
 25:15 29:15
 50:19 52:11
 53:11 57:10
taken 1:9 59:9
 59:15
talk 8:14,21
 12:19 14:5,14
 16:14 18:9
 22:1 28:19,23
 35:6 38:9,11
 53:23,25 58:8
talked 8:5 12:24
 26:18 38:5
 45:16 55:11
talking 26:4,9
 46:16,22

talks 38:2
tasers 8:6,8
task 27:12
taught 37:25
Tawana 50:23
teach 35:4,15
 37:10 39:19,20
 47:1
teaching 39:1
 41:7
team 16:24 30:7
 47:23 49:6
 50:17
teammate 19:1
Telephone 36:4
teletype 25:18
tell 15:4
telling 22:19
temporary 54:18
Tennessee 22:20
tension 24:13
tensions 21:12
 21:13
terminology 12:2
terms 15:14 17:2
 17:5,11 22:13
 22:15 23:25
 24:5 30:3
 40:20 43:9
 46:8,16 47:3
 47:10,22,23
 49:10
terrorism 40:20
terrorist 40:21
 40:21
testify 59:11
thank 2:19 3:18
 3:20,23 4:6,22
 8:20 11:11
 13:20 16:17,18
 18:1,2,3,5,11
 18:17 20:22
 21:20 23:2,3,4
 27:9 29:13,14
 30:20 31:13,22
 31:24 38:15,23
 39:13 41:11,11
 41:21,25 42:17
 42:20 46:11
 47:23,24,25
 48:10,18,23
 51:20 55:2

56:18 57:19
 58:10
thanks 16:16
 19:10 41:14
thee-day 36:12
thing 7:10,13,17
 7:19 22:21
 48:2 58:5
things 7:16 8:3
 18:18,21 19:24
 20:7 23:8 24:8
 33:20
think 2:14 8:13
 8:15 10:3,15
 10:18 13:22,25
 14:12 17:3,9
 17:14 18:9,16
 22:14 23:22
 26:7,9 27:20
 28:16 30:5,7
 30:13 32:9
 38:17 42:5,15
 43:4 44:5,6
 48:13 50:18
 53:23 56:20
 57:17
thinking 7:5
Third 1:9 50:1
thoroughly 9:5
thousands 47:17
three 10:25 34:4
 41:24
Thursday 1:11
 2:2 4:24 5:14
 49:24
time 2:7 3:19
 12:16 17:5
 18:3,8 28:17
 28:17 30:5,13
 32:9 41:3
 46:17 47:11,12
 48:3 50:6
 54:12 59:9
times 31:5 37:10
 38:18 43:8
to-do 52:9
today 2:18 4:18
 8:22 10:24
 21:8,9 25:25
 28:25 31:11
 32:12,20,22
 34:2 38:7,9

48:14 52:5,10
toiletries 33:23
token 49:19
told 53:18 55:7
 56:9
tomorrow 21:9
tool 37:9
tools 35:7 44:8
topic 7:15
touch 37:11
track 11:18 52:9
traffic 35:14
 36:17
train 34:13
 36:20,21,25
 37:1,2 46:24
trained 40:16,24
 41:5,9 43:7
 47:6
trainer 40:13,13
trainers 41:1,5
training 4:2
 11:8 17:20,21
 20:6,7 26:11
 31:23,25 32:5
 32:13,14,19,20
 32:21,23,24
 33:1,7,9,12,19
 34:9,10,11,13
 34:14,22,23,25
 35:11,16,17,19
 35:20,22 36:2
 36:17,23 38:25
 39:6,9,11,16
 40:15,20,25
 41:1 42:5,16
 42:21 44:7
 46:7,14,16,21
 46:24,25 47:1
 47:4,9,16,18
 47:19,23 48:15
 51:16,18
transcript 59:15
transcription
 59:14
transferred 25:6
transit 36:21
transparency
 16:14,15
transparent 9:6
Tre 15:12 23:14
treated 46:3

treating 19:8
treatment 45:19
tremendous 18:24
trend 20:3
trending 19:21
true 11:12,15
 13:17 14:12
 58:3 59:14
truly 57:16
Trump 57:15
truth 59:11,11
try 39:20 53:22
trying 30:4
 44:23
turn 8:18
two 7:1,7 15:6
 23:8 26:17,20
 28:8 34:25
 35:20 36:8,10
 50:8 54:11
 55:7,12
two-hour 32:8
type 17:3 22:17
 30:16

U

U.S 6:1 21:5
un-lockable 12:6
underlying 31:7
understand 26:25
 30:14 38:3
 55:6
understanding
 51:10
Understood 30:20
unfortunate
 20:11
unfortunately
 43:24
uniforms 34:8
unions 22:16
unit 19:16
United 20:14
unlock 12:8
unnecessary 24:9
unreadiness 30:8
unusual 25:19,19
update 10:23
 15:24,25 16:2
upholding 19:9
 20:13
use 7:25 9:5

34:15 40:3
43:7
usual 30:17
utilize 13:14

V

Vann 1:20 3:16
18:3,5 30:21
31:4,16,21
42:2 50:4,9,17
various 31:5
vehicle 34:16
verbal 20:6,25
35:4,6
vice 1:16 24:12
24:15
Vice-Chair 22:1
victim 14:11,20
victims 14:19
victory 17:4
video 14:10
49:10
viewed 52:22
violations 15:15
31:8
violence 14:14
voice 7:19
voices 27:17
29:10

W

wage 22:14
wait 16:4 53:16
waited 7:6
waiting 20:24
21:5
walk 38:9,11
want 7:25 9:2,7
9:24 16:20
17:13,23,24
18:17,18 22:8
22:16,23 23:13
23:20 24:20,20
24:22 25:2
28:1,19 29:17
30:3,12,18
33:16 39:14
46:13 48:2
49:5 50:15
54:9 56:1,7
57:13,20 58:5
58:9

wanted 6:6,20
30:22 42:3
49:18
wanting 31:9
wants 8:7 22:1
warrant 11:12,16
11:17 12:14,16
12:17
Washington 16:25
wasn't 52:23
53:16
watching 14:10
water 34:1
way 9:15,15,16
23:11 30:24,24
38:12 42:11
51:4,13 55:9
Wayne 11:13
43:14
we'll 11:20,23
20:16 50:6
we're 7:17 8:23
9:6,14 10:4,20
10:24,25 12:8
13:4,7 15:9
18:22 19:19,24
20:9,10,18,19
20:19 21:7,9
24:11 25:11
27:14,15 30:4
30:16 31:10,24
36:22 37:12
41:6,7 44:6,21
44:23 46:16
48:6 51:14
54:24,25
we've 2:14 5:20
9:21 11:3
12:24 13:4,12
13:15 20:4,25
21:1,3 30:6
36:13 40:24
47:20 51:7
53:5
weapons 35:18
41:4
Wednesday 55:25
56:2
week 5:20,21,21
6:22 7:10,13
7:18 10:7
15:18,22 16:7

37:23 43:14
weekend 14:9
weekly 2:5
weeks 17:20
46:20 54:12
55:7,12
welcome 2:4,20
29:4
welcomes 29:7
wellness 37:2
went 7:5 9:1,15
38:7 49:9
57:24
weren't 20:5
54:1
whatever's 28:6
30:3
white 17:17 18:8
18:12,14,14
20:25 21:7,15
22:4 23:3,4
26:12 29:15
30:20 31:13
32:15 37:24
41:22,23 48:21
White's 8:24
Williams 3:25
32:1,2,4,18
36:10 38:16
39:2,19 40:11
40:22 41:18,20
41:22 42:17,24
43:12 47:24
48:8 49:2
Willie 1:16 2:24
3:3
wish 2:13,15 7:4
48:16
witness 47:12
59:10,12
witnessed 22:18
witnesses 14:11
Womack 1:11 4:19
59:6,21
woman 19:3
women 19:7
wonder 23:19,20
23:22 24:8,14
53:20
wondered 40:10
wondering 16:2
54:6

Woody 49:1
word 16:15 17:14
work 19:8 20:12
22:17 29:18
34:5 43:1
48:12 51:5,15
53:5
workers 45:25
51:4
working 2:14 8:2
19:1,20 36:23
51:8,9
works 56:15
wouldn't 54:23
Wright 49:14
writing 19:6
wrongdoing 17:18
wrote 35:4

X

Y

Yeah 16:5
year 10:24 11:1
11:2,4,4 13:2
13:2,4 33:3
35:10 39:7
yearly 34:11
years 6:7 7:1,7
25:8 28:22
29:2 31:12,15
34:5 35:20
36:8,10 45:11
45:15 46:22
47:3 50:16
54:21
Yep 14:6
yesterday 18:18
30:9
yoga 38:7
young 52:15 56:5
Youthville 6:24

Z

0

1

1 1:7,17
100 35:8,9,12
37:21
10500 56:3

10th 13:11
11 37:17
11th 50:3
12 15:17
120 33:10
12th 13:11
13 6:6 33:2
13-year 8:23
1301 1:9 49:25
14601 50:4
149 11:3
168 11:2
17 13:4 41:22
17th 5:9,15
18th 37:16
19 11:3
1st 13:7

2

21:20 17:8 56:2
20 33:3,4
2002 46:23
2016 1:11 2:2
 5:9,15 33:2,4
2018 59:24
20th 33:3
22 59:24
24 1:11 2:2
24th 4:24
29 9:25 10:1
2nd 51:22 53:3

3

3 46:23 49:24
3:00 1:10 2:3
30 54:21
31st 49:24
32 25:8
35 33:5 41:16
36 40:24,25
38 13:3 33:2

4

4:25 58:21
40 11:1

5

500 38:10
516 10:25
556 11:1
59 1:7 10:24
594 33:9

5th 13:1,16 25:6
 26:16

6

6 56:2
60 37:22
62 10:24
6th 13:8 56:4

7

7 1:18
7% 11:1
75 11:4
7th 45:24 53:23

8

81 11:4
8th 13:8

9

911 36:3
9th 13:1,3,16
 54:23